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FACT BOOK ON THEOLOGICAL EDUCATION

for the academic years

1988-89 and 1989-90

ASSOCIATION OF
THEOLOGICAL SCHOOLS
IN THE UNITED STATES AND CANADA

ISSN 0363-7735

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Selected Tables

Based on 1988 Revision of
ATS Annual Report Forms

Gail Buchwalter King, Editor

The Association of Theological Schools
in the United States and Canada
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THE ASSOCIATION OF THEOLOGICAL SCHOOLS IN THE UNITED STATES AND CANADA

The Association of Theological Schools in the United States and Canada is the primary accrediting agency for graduate theological education. Tracing its origins to 1918 when formal consultations on theological education were begun, the Association numbered 205 institutions in 1988 and 1989 and 211 institutions in 1990. They reflect the diversity of the religious communities and university relationships in the two national communities. Its purposes include, within a general mandate for the improvement of theological education, the establishment of standards and the accreditation of institutions, serving as a forum for shared interests, and the consideration of issues among members and between members and related agencies. In the experience of its standard setting duties, the Association has maintained a membership list of accredited schools since 1936. The Association also publishes annually a Directory of Theological Schools.

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INTRODUCTION

This is the twentieth annual edition of the ATS Fact Book. This edition covers the data supplied in two years, the fall of 1988 and 1989. Although the Fact Book has been and will again in the future be published annually, this edition was delayed because of a major revision of the ATS Annual Report Forms which constitute the data base, a substantial revision of the format and content of the Fact Book itself, and the introduction of a new computer system at the ATS offices. We beg the understanding of those who regularly look to these tables. We trust at the same time that the new format and content will prove of better service to member schools and others. A growing sense of inadequacy in the previous editions prompted a lengthy process of revision which is detailed for history's sake in the following Chronicle.

The data for the 1988-90 Fact Book were submitted on the revised ATS Annual Report Forms required each year of all member schools. These reports include information on enrollment, admissions, administrative staff, and faculty salaries for the current year. They also include graduation statistics, financial reports, fund raising reports, and library data for the previous fiscal year. Per student revenue and expenditure costs are based on the full-time equivalent enrollment as reported by the schools in the previous year and on the audited financial data for that year as reported in the fall of the current year. Some data such as age of enrollment and globalization are reported only every other year. Since these categories are new, they will be included only in subsequent editions of the Fact Book. As in the past, all salary scales reported in the volume have been edited to preserve confidentiality. Any salary data field with only one being reported does not provide any salary information. If two or three are reported, the percentile distribution and median are eliminated to preserve confidentiality of individual salaries. A major change in the format of this volume is that the textual commentary and analysis is published together with each table rather than being offered as a lengthy commentary in the first part of the volume followed by the tables in the second part.

Purpose: From the beginning of publication a primary purpose of the Fact Books has been to provide annually information on parallel patterns permitting ready comparisons across the years. Most changes over the first 19 years have generally been in the form of providing additional information not previously supplied or to acknowledge changes in educational practice that have occurred. During 1987-88 the Annual Report Forms underwent major revision which not only broadened the scope of data being requested of schools but also refined the data in many categories to provide a more accurate basis for determining trends. This information is of significant help to administrators for purposes of long-range planning. At the same time it is used by the Commission on Accrediting and by visiting teams to monitor a school's progress in relation to common expectations in theological education.

Conclusion: This edition of the Fact Book has been prepared by ATS staff with the counsel of the Fact Book Advisory Committee and is offered to the ATS member schools, as well as to the general public with the hope that it will be useful to those with responsibility for the management of the theological education enterprise in North

America. The work has been done with the strong conviction that management decisions are best made when the persons charged with making them have the widest range of and most complete data available to inform their deliberations.

CHRONICLE OF THE REVISION

I. December, 1981--Leon Pacala (ATS), Robert Lynn (The Lilly Endowment), and John Fletcher (NIH) met to discuss the expanding needs of data on theological education: (a) to assist schools in planning; (b) to offer a basis for research on effectiveness of schools in relation to their stated mission; (c) to provide data on costs, use of resources and range of programs in relation to the stated mission; (d) to provide a frame of reference in relation to external data to interpret institutional data, e.g., changes in the profession, motivation of candidates, cooperative structures; (e) to provide data comparable to research and development data.

II. December, 1982--The ATS Executive Committee authorized staff to explore the expansion of present data bases and to seek a limited grant for planning and possible implementation of a feasible program and authorized an advisory panel and the use of consultants.

III. December, 1985--A consultation was held at the Lilly Endowment to review and identify products and services needed by theological schools for analysis and planning.

IV. March, 1986--A six-person Task Force on Management Information Systems and Services (MIS) identified at the consultation met to clarify its mandate and reporting responsibilities, and to set time lines for its work. It established criteria for evaluating data products and services and reviewed those which had been identified. First priority was given to revision of the Fact Book both as to content and to format.

V. September, 1986--The Task Force, chaired by Anthony Ruger, met to review services and products in light of more recent research, and it established further goals for the ATS Institutional Director, for a Personnel Directory, and for an ATS Comprehensive Data Base.

VI. December, 1986--The ATS Executive Committee received a preliminary report from the MIS Task Force and moved to support the continuance of its work. It also requested the preparation of a proposal for funding to the Arthur Vining Davis Foundation which granted the needed support for the project.

VII. January, 1987--A third meeting of the Task Force received reports on communications systems from technical consultants. It also outlined a foundation proposal to help design and implement a new information system for ATS framed on a School Information System with major data areas to include a school profile for the Directory and the Membership List, plus a detailed school information base to be used for the ATS Fact Book and for the accrediting history of each school. The Task Force also worked on the revision and expansion of the ATS Annual Report Forms required

of all member schools and which in their revised form are the base for all reports starting with the fall of 1988.

The Task Force also determined that in the revision of the Report Forms the following norms be followed:

(a) The categories of the Integrated Postsecondary Education Data System (IPEDS) report forms or those of Statistics Canada would be used wherever applicable;

(b) The terminology would be that of the Common Language for Postsecondary Accreditation: Categories and Definitions for Data Collection (1985, NCHEMS and COPA, Washington, D.C.);

(c) The financial categories for revenue and expenditures would be those of the NACUBO guidelines or of CAUBO, its Canadian counterpart, as far as possible.

The obvious concern was to avoid duplication of work for member schools wherever possible and at the same time to broaden the base for purposes of comparison with other fields.

VIII. December, 1987--The ATS Executive Committee received the final report of the MIS Task Force and acted to recommend the appointment of a five person Fact Book Advisory Committee, chaired by Lowell H. Fewster, to assist with the revision of the format and content of the Fact Book. The Advisory Committee was elected at the 1988 Biennial Meeting and was reappointed in 1990.

IX. July, 1988 to September, 1989--The Advisory Committee worked on the design of the revised Fact Book for which it proposed some 99 tables plus several optional tables. Forty-one of these tables have been selected for the first edition of the revised Fact Book. They include the data deemed most helpful to schools for planning purposes. The tables are arranged in four chapters: Profiles of all Member Schools; Enrollment Data; Administrative and Faculty Compensation; and Comprehensive Financial Data on Revenue and Expenditures. Future editions of the Fact Book will expand on these tables with additional chapters and likewise with additional tables for existing chapters as the computer programs are validated and sufficient dependable data become available to permit the analysis of trends. ATS staff are indebted to the members of the Task Force and the Advisory Committee for the time which was given generously and for the superb quality of counsel.

CHAPTER I: INSTITUTIONAL CHARACTERISTICS

Introduction

The first chapter consists of seven tables which describe each member institution in terms of the most common identifying characteristics derived from the Annual Report Forms in the section on Institutional Characteristics (IC-1), on Enrollment (EF-1 and -3), on Finances (F-1), and on Personnel (P-1 and -3). The tables are in continuity with the prior ATS Fact Book for 1987-88, Tables, A, B, and C-1 (pp. 47-84) with the addition however of personnel and financial characteristics in the current revised edition. These tables are the handiest means for a general depiction of a given school for purposes of comparison. The reader should note the following:

(a) Data is for fall 1988 and fall 1989 only;

(b) Head Count (HC) enrollment is comparable to similar tables in previous Fact Books;

(c) Full-Time Equivalent (FTE) enrollment is not comparable to similar tables in previous editions of the Fact Book because the guidelines for computing FTE enrollment were changed starting with the revised Annual Report Forms on which these tables are based.

(d) In the numerical sequence of tables, some numbers will be missing because tables were selected from the full range of suggested tables to present the most significant data. The sequencing allows for the gradual adding of further tables as suggested by the Advisory Committee.

NOTES

Table 1.01: Listing of Individual Institutions

This table provides an alphabetical listing of all member schools accredited and nonaccredited, U.S. and Canadian, with the more significant institutional characteristics. Data are derived from the fall 1989 ATS Annual Report Forms with the exception of enrollment which offers both fall 1988 and fall 1989 data. The accredited status of schools is reported as of fall 1989. The table is based on the Annual Report Forms, Sections IC-1; EF-1; F-1; S-2; P-1 and -3. This table is parallel to the prior ATS Fact Book, Tables A and B, pages 47-83. Table 1.01, however, lists all schools in alphabetical sequence rather than by separating accredited from nonaccredited schools as in prior years.

Classifications:

Accredited status is the first characteristic listed. It includes the three classes of membership in the Association. Accredited, candidate for accredited status, associate member. This is followed by U/I--University/College affiliated or Independent/Free-standing. The classification of "University Affiliated" is restricted to schools of theology which are an integral part of a larger institution which possesses at least two other professional schools or departments at the graduate level. This is a category which has been used for many years to signal the broader level of resources immediately available to those theological schools. The location of Province or State is indicated by the use of standard abbreviations. Denominational codes for the schools are taken from the ATS Annual Report Forms, EF-3, which lists both the denomination and the accompanying code. A copy of this form is appended to this chapter for the convenience of the reader. Current Fund expenditures are taken from the Annual Report Forms, F-1, Part B, Line 14, for the total Educational and General Expenditures, and F-1, Part B, Line 18, for total expenditures, but subtracting all non-mandatory ("voluntary") transfers. Total expenditures do include costs of auxiliary enterprises such as housing, food service, bookstore and the like which are not directly supportive of the educational function of the school. Full-time and part-time faculty are listed as reported by the school on form S-2 (Faculty Salary) and P-3 (Part-time Faculty). The distinction between full-time and part-time faculty is based not on the number of hours or courses taught but rather on whether the salary is contracted on a full-time basis or on part-time availability to the teaching function of the school. The full-time equivalent faculty is the sum of all reported full-time faculty plus the sum of the reported percentages of teaching for all part-time faculty divided by one hundred.

Table 1.01

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
Acadia Divinity College	ACCRED	I	WHITE	NVSCOT	BPCVOQ	$1180	$1283	$1.3
Alliance Theological Seminary	CAND	I	WHITE	NY	CHMSAL	$1521	$1807	
American Baptist Sem. of the West	ACCRED	I	WHITE	CA	AMBCUS	$942	$1140	
Anderson University School	ACCRED	I	WHITE	IN	CGODAI	$895	$1022	
Andover Newton Theological School	ACCRED	I	WHITE	MA	UNCHCH	$3857	$4809	$16.4
Aquinas Institute of Theology	ACCRED	I	WHITE	MO	ROMCTH	$570	$595	
Asbury Theological Seminary	ACCRED	I	WHITE	KY	NDENOM	$4956	$6419	$24.5
Ashland Theological Seminary	ACCRED	I	WHITE	OH	BRCHAO	$1528	$1722	$3.2
Assemblies of God	CAND	I	WHITE	MO	ASYGOD	$1491	$1592	$0.2
Athenaeum of Ohio	ACCRED	I	WHITE	OH	ROMCTH	$1956	$2177	$5.6
Atlantic School of Theology	ACCRED	I	WHITE	NVSCOT	NDENOM	$1385	$1595	$0.2
Austin Presbyterian	ACCRED	I	WHITE	TX	PRCHUS	$2534	$4613	$49.7
Azusa Pacific University Graduate	CAND	I	WHITE	CA	NDENOM	$560	$560	
Bangor Theological Seminary	ACCRED	I	WHITE	ME	UNCHCH	$1250	$1685	$4.5
Baptist Missionary Association	ASSOC	I	WHITE	TX	BPMSAA	$455	$487	$0.3
Bethany Theological Seminary	ACCRED	I	WHITE	IL	CHBRET	$1654	$2085	$3.4
Bethel Theological Seminary	ACCRED	I	WHITE	MN	BPGNCF	$2893	$3421	
Boston University School of Theol.	ACCRED	U	WHITE	MA	UNMECH	$2651	$3328	$15.7
Brite Divinity School	ACCRED	U	WHITE	TX	CHCHDC	$2129	$3010	$21.9
Calvin Theological Seminary	ACCRED	I	WHITE	MI	CHREFC	$1744	$1898	$0.7
Canadian Theological Seminary	ACCRED	I	WHITE	SKCHWN	CHMSAL	$1123	$1296	$0.1
Candler School of Theology	ACCRED	U	WHITE	GA	UNMECH	$7901	$8632	
Catholic Theological Union	ACCRED	I	WHITE	IL	ROMCTH	$2313	$2795	$0.9
Catholic University of America	ACCRED	U	WHITE	DC	ROMCTH	$1750	$2501	$43.5
Central Baptist Theological Sem.	ACCRED	I	WHITE	KS	AMBCUS	$1419	$2398	$3.5
Chicago Theological Seminary	ACCRED	I	WHITE	IL	UNCHCH	$1985	$2379	$8.0
Christ The King Seminary	ACCRED	I	WHITE	NY	ROMCTH	$1089	$1309	$1.0
Christian Theological Seminary	ACCRED	I	WHITE	IN	CHCHDC	$3253	$4117	$39.6
Church Divinity School	ACCRED	I	WHITE	CA	EPISCH	$2010	$2429	$6.9
Church of God School of Theology	ACCRED	I	WHITE	TN	CGODCT	$1042	$1219	$0.9
Cincinnati Bible Seminary	ASSOC	I	WHITE	OH	CCHCHC	$984	$1300	$0.2
Claremont School of Theology	ACCRED	I	WHITE	CA	UNMECH	$2980	$3540	$1.9
Colgate Rochester Divinity School/	ACCRED	I	WHITE	NY	AMBCUS	$2651	$3490	$27.9
Columbia Biblical Seminary and	ACCRED	I	WHITE	SC	NDENOM	$2546	$2780	$0.6
Columbia Theological Seminary	ACCRED	I	WHITE	GA	PRCHUS	$3260	$4349	$30.6
Concordia Lutheran Theol. Seminary	ASSOC	I	WHITE	ONTARI	LUCHMS	$554	$554	
Concordia Seminary	ACCRED	I	WHITE	MO	LUCHMS	$4624	$7534	$7.5
Concordia Theological Seminary	ACCRED	I	WHITE	IN	LUCHMS	$3852	$5725	$3.6
Covenant Theological Seminary	ACCRED	I	WHITE	MO	PRCHAM	$1852	$2023	$4.1
Denver Conservative Baptist Sem.	ACCRED	I	WHITE	CO	CNBPAA	$2765	$3454	$3.5
Desales School of Theology	ACCRED	I	WHITE	DC	ROMCTH	$410	$410	
Dominican House of Studies	ACCRED	I	WHITE	DC	ROMCTH	$510	$1278	
Dominican School of Philosophy	ACCRED	I	WHITE	CA	ROMCTH	$744	$876	$0.2
Drew University Theological School	ACCRED	U	WHITE	NJ	UNMECH	$3782	$5031	
Duke University Divinity School	ACCRED	U	WHITE	NC	UNMECH	$4575	$5748	
Earlham School of Religion	ACCRED	I	WHITE	IN	FRRELS	$694	$808	$8.1
Eastern Baptist Theological Sem.	ACCRED	I	WHITE	PA	AMBCUS	$2223	$2934	$8.1
Eastern Mennonite Seminary	ACCRED	I	WHITE	VA	MENCHU	$745	$794	$0.5
Eden Theological Seminary	ACCRED	I	WHITE	MO	UNCHCH	$1950	$2048	$7.6
Edmonton Baptist Seminary	ASSOC	I	WHITE	ALBERT	NABPCF	$437	$518	$0.6
Emmanuel College of Victoria Univ.	ACCRED	U	WHITE	ONTARI	UNCHCA	$1690	$2129	$8.9
Emmanuel School of Religion	ACCRED	I	WHITE	TN	CCHCHC	$1158	$1306	$3.0
Episcopal Divinity School	ACCRED	I	WHITE	MA	EPISCH	$2581	$3280	$20.2
Episcopal Theol. Sem. of Southwest	ACCRED	I	WHITE	TX	EPISCH	$1718	$2410	$10.1
Erskine Theological Seminary	ACCRED	I	WHITE	SC	RFPRES	$585	$696	$8.0
Evangelical School of Theology	ACCRED	I	WHITE	PA	EVCGCH	$1480	$1517	$1.1
Evangelical Seminary of Puerto Ric	ACCRED	I	HISPN	PR	NDENOM	$680	$701	$0.1
Franciscan School of Theology	ACCRED	I	WHITE	CA	ROMCTH	$749	$845	
Fuller Theological Seminary	ACCRED	I	WHITE	CA	NDENOM	$13494	$19769	$21.8
Garrett-Evangelical Theo. Seminary	ACCRED	I	WHITE	IL	UNMECH	$3928	$5598	$16.7
General Theological Seminary	ACCRED	I	WHITE	NY	EPISCH	$3146	$4615	$27.4
Golden Gate Baptist	ACCRED	I	WHITE	CA	SBCONV	$4563	$5534	$3.2
Gordon-Conwell Theological Seminar	ACCRED	I	WHITE	MA	NDENOM	$5892	$8131	$6.4
Goshen Biblical Seminary	ACCRED	I	WHITE	IN	MENCHU	$933	$1084	$0.8
Graduate Theological Union	ACCRED	I	WHITE	CA	NDENOM	$1262	$2363	$6.0
Harding Graduate School of Religio	CAND	I	WHITE	TN	CHUCNR	$1025	$1543	

(continued)

Table 1.01

Faculty			Enrollment Head Count		Enrollment FTE		Name
F.T.	P.T.	FTE	1989	1988	1989	1988	
7	4	7.8	125	103	101	88	Acadia Divinity College
12	13	15.0	314	304	194	178	Alliance Theological Seminary
4	10	8.5	46	45	33	34	American Baptist Sem. of the West
11	8	12.1	100	121	81	96	Anderson University School
16	54	22.6	459	421	254	236	Andover Newton Theological School
10	2	11.0	101	107	59	68	Aquinas Institute of Theology
36	26	42.5	740	782	511	522	Asbury Theological Seminary
13	39	21.2	450	441	287	272	Ashland Theological Seminary
10	8	12.6	232	358	157	207	Assemblies of God
11	26	15.1	275	294	221	250	Athenaeum of Ohio
10	10	11.3	121	113	81	79	Atlantic School of Theology
11	14	13.8	250	241	164	165	Austin Presbyterian
8	9	10.3	79	110	70	76	Azusa Pacific University Graduate
7	9	9.5	124	111	84	79	Bangor Theological Seminary
5	2	5.4	80	70	52	46	Baptist Missionary Association
8	10	10.3	109	122	62	75	Bethany Theological Seminary
21	23	24.8	471	501	372	332	Bethel Theological Seminary
18	10	22.1	464	537	181	210	Boston University School of Theol.
13	3	13.4	212	223	122	145	Brite Divinity School
16	14	18.5	214	238	180	199	Calvin Theological Seminary
9	5	10.3	173	144	122	114	Canadian Theological Seminary
39	34	51.3	768	754	713	536	Candler School of Theology
34	19	42.4	256	292	182	235	Catholic Theological Union
22	11	24.4	199	249	177	187	Catholic University of America
7	10	10.8	141	138	88	82	Central Baptist Theological Sem.
11	2	11.8	182	181	108	117	Chicago Theological Seminary
7	2	8.0	87	96	95	44	Christ The King Seminary
18	15	21.0	284	280	182	144	Christian Theological Seminary
9		9.0	95	104	93	92	Church Divinity School
10	2	11.0	213	197	127	151	Church of God School of Theology
7	4	8.8	202	211	83	123	Cincinnati Bible Seminary
20	34	28.7	346	262	298	136	Claremont School of Theology
16	8	18.3	195	207	130	135	Colgate Rochester Divinity School/
19	1	19.5	419	421	297	317	Columbia Biblical Seminary and
20	10	23.0	567	541	304	302	Columbia Theological Seminary
4	6	5.0	55	43	40	38	Concordia Lutheran Theol. Seminary
22	10	23.4	560	560	510	474	Concordia Seminary
21	12	27.1	490	474	465	452	Concordia Theological Seminary
6	9	7.9	251	175	144	99	Covenant Theological Seminary
14	44	23.3	513	509	279	303	Denver Conservative Baptist Sem.
6	8	8.2	46	44	32	26	Desales School of Theology
	3		52	45	52	45	Dominican House of Studies
8	11	12.8	89	82	75	67	Dominican School of Philosophy
21	18	25.5	670	410	526	274	Drew University Theological School
24	50	38.0	535	499	389	371	Duke University Divinity School
5	4	5.7	73	54	63	41	Earlham School of Religion
9	11	12.4	308	350	219	148	Eastern Baptist Theological Sem.
6	16	8.9	99	87	77	65	Eastern Mennonite Seminary
10	14	12.1	195	198	115	114	Eden Theological Seminary
5	5	6.2	60	59	42	46	Edmonton Baptist Seminary
7	3	8.3	232	234	148	165	Emmanuel College of Victoria Univ.
8	5	9.7	139	156	63	77	Emmanuel School of Religion
16	8	20.0	127	121	84	86	Episcopal Divinity School
10	2	11.0	66	71	63	63	Episcopal Theol. Sem. of Southwest
9	6	10.5	211	177	159	135	Erskine Theological Seminary
6	6	7.8	90	55	46	40	Evangelical School of Theology
5	2	5.8	129	132	91	95	Evangelical Seminary of Puerto Rico
8	3	9.3	78	84	51	58	Franciscan School of Theology
61	10	63.2	2623	2682	1364	1375	Fuller Theological Seminary
23	41	34.2	468	468	339	340	Garrett-Evangelical Theo. Seminary
14	19	18.0	103	131	99	150	General Theological Seminary
22	43	32.5	855	867	414	472	Golden Gate Baptist
24	54	35.7	752	785	415	447	Gordon-Conwell Theological Seminary
10	3	11.5	88	86	60	56	Goshen Biblical Seminary
4	2	4.8	378	395	361	376	Graduate Theological Union
4	7	5.9	189	201	84	108	Harding Graduate School of Religion

(continued)

Table 1.01 (continued)

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
Hartford Seminary	ACCRED	I	WHITE	CT	NDENOM	$2509	$2647	$21.9
Harvard University Divinity School	ACCRED	U	WHITE	MA	NDENOM	$7078	$8854	$85.5
Holy Cross Greek Orthodox	ACCRED	I	WHITE	MA	GROXNS	$2370	$4034	$4.2
Hood Theological Seminary	ASSOC	I	BLACK	NC	AFRMEZ	$243	$288	
Houston Graduate School of Theolog	ASSOC	I	WHITE	TX	FRRELS	$434	$485	
Howard University Divinity School	ACCRED	U	BLACK	DC	NDENOM			
Huron College Faculty of Theology	ACCRED	I	WHITE	ONTARI	ANGCHC	$612	$659	$3.7
Iliff School of Theology	ACCRED	I	WHITE	CO	UNMECH	$3408	$4323	$20.5
Immaculate Conception Seminary	ACCRED	U	WHITE	NJ	ROMCTH	$1536	$1907	
Interdenominational Theol. Center	ACCRED	I	BLACK	GA	NDENOM	$2885	$3489	$6.3
Jesuit School of Theol. at Berkele	ACCRED	I	WHITE	CA	ROMCTH	$1809	$1945	$0.1
Joint Board of Theological College	ACCRED	I	WHITE	QUEBEC	NDENOM			
Kenrick Seminary	ACCRED	I	WHITE	MO	ROMCTH	$1185	$1391	
Knox College	ACCRED	I	WHITE	ONTARI	PRCHCA	$1240	$1963	$3.8
Lancaster Theological Seminary	ACCRED	I	WHITE	PA	UNCHCH	$1766	$2136	$4.9
Lexington Theological Seminary	ACCRED	I	WHITE	KY	CHCHDC	$1693	$2212	$13.5
Liberty Baptist Theol. Seminary	ASSOC	I	WHITE	VA	INDBAP	$1074	$1141	
Lincoln Christian Seminary	CAND	I	WHITE	IL	CCHCHC	$607	$749	$0.4
Louisville Presbyterian	ACCRED	I	WHITE	KY	PRCHUS	$3002	$4373	$33.3
Luther Northwestern	ACCRED	I	WHITE	MN	EVLCAM	$5996	$8945	$16.3
Lutheran School of Theology	ACCRED	I	WHITE	IL	EVLCAM	$4342	$5425	
Lutheran Theological	ACCRED	I	WHITE	SC	EVLCAM	$1988	$2253	$5.7
Lutheran Theological Seminary Gett	ACCRED	I	WHITE	PA	EVLCAM	$2457	$2937	$6.1
Lutheran Theological Seminary Phil	ACCRED	I	WHITE	PA	EVLCAM	$3228	$2937	$19.9
Lutheran Theological Seminary	ACCRED	I	WHITE	SKCHWN	EVLUCA	$670	$699	$1.1
Mary Immaculate Seminary	ACCRED	I	WHITE	PA	ROMCTH	$696	$1063	
Maryknoll School of Theology	ACCRED	I	WHITE	NY	ROMCTH	$1455	$1675	$16.6
McCormick Theological Seminary	ACCRED	I	WHITE	IL	PRCHUS	$5235	$5895	$42.7
McGill University Faculty of	ACCRED	U	WHITE	QUEBEC	NDENOM	$1006	$1006	
McMaster Divinity School	ACCRED	I	WHITE	ONTARI	BPCVOQ	$1077	$1266	$2.4
Meadville/Lombard Theo. School	ACCRED	I	WHITE	IL	UNTUNV	$824	$1004	$8.7
Memphis Theological Seminary	ACCRED	I	WHITE	TN	CMPRCH	$1050	$1147	$2.9
Mennonite Biblical Seminary	ACCRED	I	WHITE	IN	GNCFMC	$929	$1072	$2.5
Mennonite Brethren Biblical Sem.	ACCRED	I	WHITE	CA	MBRCNA	$1098	$1531	
Methodist Theological School	ACCRED	I	WHITE	OH	UNMECH	$2677	$3505	$7.9
Midwestern Baptist Theol. Seminary	ACCRED	I	WHITE	MO	SBCONV	$3395	$4289	$2.3
Moravian Theological Seminary	ACCRED	I	WHITE	PA	MORCHA	$873	$935	$5.0
Mount Angel Seminary	ACCRED	I	WHITE	OR	ROMCTH	$1451	$1626	$0.8
Mt. St. Mary's Seminary	ACCRED	I	WHITE	MD	ROMCTH	$1121	$698	$1.5
Nashotah House	ACCRED	I	WHITE	WI	EPISCH	$1528	$2112	$4.8
Nazarene Theological Seminary	ACCRED	I	WHITE	MO	CHRNAZ	$1609	$1651	
New Brunswick Theol. Seminary	ACCRED	I	WHITE	NJ	RFCHAM	$1319	$1591	$4.8
New Orleans Baptist Theo. Seminary	ACCRED	I	WHITE	LA	SBCONV	$4999	$7246	$5.3
New York Theological Seminary	ACCRED	I	WHITE	NY	NDENOM	$1749	$1899	$4.7
Newman Theological College	CAND	I	WHITE	ALBERT	ROMCTH	$1063	$1250	$0.5
North American Baptist Seminary	ACCRED	I	WHITE	SD	NABPCF	$1407	$1723	$1.4
North Park Theological Seminary	ACCRED	I	WHITE	IL	EVCCAM	$1196	$1418	
Northern Baptist Theo. Seminary	ACCRED	I	WHITE	IL	AMBCUS	$1676	$2427	$4.5
Notre Dame Seminary	ACCRED	I	WHITE	LA	ROMCTH	$1118	$1255	$1.0
Oblate College	ACCRED	I	WHITE	DC	ROMCTH	$311	$328	$0.7
Oblate School of Theology	ACCRED	I	WHITE	TX	ROMCTH	$1129	$1140	$0.8
Ontario Theological Seminary	ACCRED	I	WHITE	ONTARI	NDENOM	$1667	$1846	
Oral Roberts University	ACCRED	I	WHITE	OK	NDENOM	$1737	$2864	
Pacific Lutheran Theo. Seminary	ACCRED	I	WHITE	CA	EVLCAM	$1768	$2004	$2.3
Pacific School of Religion	ACCRED	I	WHITE	CA	NDENOM	$3062	$3978	$21.5
Payne Theological Seminary	ASSOC	I	BLACK	OH	AFRMEP	$333	$410	
Perkins School of Theology	ACCRED	U	WHITE	TX	UNMECH	$5049	$6388	$50.3
Phillips Graduate Seminary	ACCRED	I	WHITE	OK	CHCHDC	$1106	$1498	$3.2
Pittsburgh Theological Seminary	ACCRED	I	WHITE	PA	PRCHUS	$2942	$3774	$37.5
Pontifical College Josephinum	ACCRED	I	WHITE	OH	ROMCTH	$1474	$1663	
Pope John XXIII National Seminary	ACCRED	I	WHITE	MA	ROMCTH	$953	$953	$0.7
Presbyterian School of	ACCRED	I	WHITE	VA	PRCHUS	$2569	$3134	$8.2
Princeton Theological Seminary	ACCRED	I	WHITE	NJ	PRCHUS	$13985	$21325	$356.0
Protestant Episcopal Theological	ACCRED	I	WHITE	VA	EPISCH	$4806	$5950	$48.2
Queen's Theological College	ACCRED	I	WHITE	ONTARI	UNCHCA	$874	$948	$2.6
Reformed Presbyterian	ASSOC	I	WHITE	PA	RFPRES	$415	$415	$1.0

(continued)

Table 1.01 (continued)

Faculty			Enrollment Head Count		Enrollment FTE		Name
F.T.	P.T.	FTE	1989	1988	1989	1988	
8	1	8.1	199	205	38	62	Hartford Seminary
25	42	33.6	539	556	447	430	Harvard University Divinity School
7	6	9.0	105	85	97	70	Holy Cross Greek Orthodox
4	5	6.5	44	39	37	32	Hood Theological Seminary
5	9	8.1	136	143	76	71	Houston Graduate School of Theology
11	15	14.6	210	200	186	157	Howard University Divinity School
5	6	7.0	37	43	28	29	Huron College Faculty of Theology
20	63	31.0	335	345	229	220	Iliff School of Theology
11	31	22.5	200	213	164	164	Immaculate Conception Seminary
20	17	24.7	276	266	253	221	Interdenominational Theol. Center
19	16	23.1	173	162	154	143	Jesuit School of Theol. at Berkeley
			19	23	19	23	Joint Board of Theological Colleges
13	2	13.7	70	72	70	71	Kenrick Seminary
9		9.0	120	143	95	109	Knox College
10	9	14.0	226	214	120	80	Lancaster Theological Seminary
11	1	11.5	151	169	107	120	Lexington Theological Seminary
12	9	15.6	269	282	162	170	Liberty Baptist Theol. Seminary
6	1	6.1	170	165	94	86	Lincoln Christian Seminary
10	25	15.4	209	215	180	182	Louisville Presbyterian
47	4	50.1	755	731	603	599	Luther Northwestern
23	15	25.7	401	385	326	288	Lutheran School of Theology
12	2	12.2	169	160	144	116	Lutheran Theological
21		21.0	237	269	213	205	Lutheran Theological Seminary Gett
13	14	15.8	250	273	172	174	Lutheran Theological Seminary Phil
8		8.0	96	107	57	39	Lutheran Theological Seminary
1	5	2.5	29	35	26	35	Mary Immaculate Seminary
	10	0.4	75	81	12	52	Maryknoll School of Theology
16	42	26.9	570	505	279	264	McCormick Theological Seminary
13	12	19.0	138	146	106	104	McGill University Faculty of
10		10.0	97	106	55	62	McMaster Divinity School
3	5	5.0	31	34	27	22	Meadville/Lombard Theo. School
10	7	11.3	148	141	91	93	Memphis Theological Seminary
4	2	4.6	82	75	60	59	Mennonite Biblical Seminary
9	11	11.4	120	123	68	73	Mennonite Brethren Biblical Sem.
17	16	20.6	254	248	185	186	Methodist Theological School
18	48	28.5	446	514	291	294	Midwestern Baptist Theol. Seminary
6	12	7.9	78	72	48	38	Moravian Theological Seminary
1	20	7.0	94	72	95	52	Mount Angel Seminary
6	9	9.0	172	163	155	159	Mt. St. Mary's Seminary
10		10.0	49	56	49	56	Nashotah House
13	10	16.6	415	413	260	275	Nazarene Theological Seminary
6	11	9.0	151	122	68	70	New Brunswick Theol. Seminary
40	58	53.4	1942	2237	934	983	New Orleans Baptist Theo. Seminary
9	15	11.6	315	317	165	156	New York Theological Seminary
7	8	10.3	144	241	74	98	Newman Theological College
13	6	13.4	160	149	110	126	North American Baptist Seminary
14	25	16.8	146	134	109	100	North Park Theological Seminary
6	30	13.0	212	188	174	143	Northern Baptist Theo. Seminary
6	13	9.2	111	84	78	82	Notre Dame Seminary
4	4	5.2	41	39	40	43	Oblate College
7	20	10.2	146	135	103	100	Oblate School of Theology
9	8	12.1	418	400	255	249	Ontario Theological Seminary
17	20	21.6	483	449	359	341	Oral Roberts University
10	12	12.9	123	124	126	112	Pacific Lutheran Theo. Seminary
12	34	21.2	186	196	169	156	Pacific School of Religion
	4	1.7	22	13	18	9	Payne Theological Seminary
26	10	30.0	399	408	346	361	Perkins School of Theology
10	16	15.4	149	156	111	110	Phillips Graduate Seminary
17	15	19.6	301	308	183	174	Pittsburgh Theological Seminary
12	11	14.8	90	84	83	81	Pontifical College Josephinum
7	11	9.2	42	49	42	49	Pope John XXIII National Seminary
12	8	14.5	104	106	99	99	Presbyterian School of
37		37.0	782	777	760	585	Princeton Theological Seminary
17	24	23.1	210	218	182	191	Protestant Episcopal Theological
13		13.0	96	99	58	50	Queen's Theological College
4	6	6.3	77	86	56	51	Reformed Presbyterian

(continued)

Table 1.01 (continued)

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
Reformed Theological Seminary	ACCRED	I	WHITE	MS	NDENOM	$3240	$4215	$7.7
Regent College	ACCRED	I	WHITE	BRTCOL	NDENOM	$2031	$2507	
Regis College	ACCRED	I	WHITE	ONTARI	ROMCTH	$2043	$2085	$0.3
Sacred Heart School of Theology	ACCRED	I	WHITE	WI	ROMCTH	$1995	$2480	
Saint Mary Seminary	ACCRED	I	WHITE	OH	ROMCTH	$843	$1407	
Saint Paul School of Theology	ACCRED	I	WHITE	MO	UNMECH	$1912	$2516	$4.0
Saint Paul Seminary School of	ACCRED	U	WHITE	MN	ROMCTH	$1806	$2310	$2.9
Saint Vincent Seminary	ACCRED	I	WHITE	PA	ROMCTH	$547	$671	$0.7
San Francisco Theological Seminary	ACCRED	I	WHITE	CA	PRCHUS	$4080	$5733	$32.1
Seabury-Western Theo. Seminary	ACCRED	I	WHITE	IL	EPISCH	$1466	$2073	$6.5
Seattle University	ASSOC	U	WHITE	WA	ROMCTH	$662	$820	
Seminary of the Immaculate Concept	ACCRED	I	WHITE	NY	ROMCTH	$2127	$2178	
Seventh-Day Adventist	ACCRED	I	WHITE	MI	ADVSVD	$3400	$4299	
Shaw Divinity School	ASSOC	I	BLACK	NC	GBSCNC	$416	$446	
Southeastern Baptist	ACCRED	I	WHITE	NC	SBCONV	$4717	$6199	$8.8
Southern Baptist	ACCRED	I	WHITE	KY	SBCONV	$10381	$14395	$46.4
Southwestern Baptist	ACCRED	I	WHITE	TX	SBCONV	$15107	$18789	$48.0
SS. Cyril & Methodius Seminary	ASSOC	I	WHITE	MI	ROMCTH	$855	$1091	
St. Andrew's College	ASSOC	I	WHITE	SKCHWN	UNCHCA	$861	$907	
St. Augustine's Seminary of Toront	ACCRED	I	WHITE	ONTARI	ROMCTH	$995	$1889	$2.0
St. Bernard's Institute	ACCRED	I	WHITE	NY	ROMCTH	$402	$443	$1.1
St. Charles Borromeo Seminary	ACCRED	I	WHITE	PA	ROMCTH	$1783	$2602	$9.7
St. Francis Seminary	ACCRED	I	WHITE	WI	ROMCTH	$1816	$2088	$4.5
St. John's Seminary	ACCRED	I	WHITE	MA	ROMCTH	$1764	$2491	$6.4
St. John's Seminary	ACCRED	I	WHITE	CA	ROMCTH	$1315	$1611	$15.1
St. John's Univ. School of Theolog	ACCRED	I	WHITE	MN	ROMCTH	$1260	$1583	
St. Joseph's Seminary	ACCRED	I	WHITE	NY	ROMCTH	$1969	$2498	
St. Mary's Seminary and	ACCRED	I	WHITE	MD	ROMCTH	$1937	$2698	$1
St. Meinrad School of Theology	ACCRED	I	WHITE	IN	ROMCTH	$1688	$2143	
St. Patrick's Seminary	ACCRED	I	WHITE	CA	ROMCTH	$1123	$1432	$4.4
St. Peter's Seminary	ACCRED	I	WHITE	ONTARI	ROMCTH	$890	$1083	
St. Stephen's College	ASSOC	I	WHITE	ALBERT	UNCHCA	$506	$506	$1.6
St. Thomas Theological Seminary	ACCRED	I	WHITE	CO	ROMCTH	$1610	$1874	
St. Vincent De Paul Regional	ACCRED	I	WHITE	FL	ROMCTH	$1189	$1975	$6.2
St. Vladimir's Orthodox	ACCRED	I	WHITE	NY	OXCHAM	$1070	$1760	
Starr King School for the Ministry	ACCRED	I	WHITE	CA	UNTUNV	$471	$501	$1.6
Swedenborg School of Religion	ASSOC	I	WHITE	MA	GCSWED	$386	$386	$3.9
Talbot School of Theology	ACCRED	I	WHITE	CA	NDENOM	$2988	$3786	$0.1
Toronto School of Theology	ACCRED	I	WHITE	ONTARI	NDENOM	$842	$851	$1.2
Trinity College Faculty of Divinit	ACCRED	U	WHITE	ONTARI	ANGCHC			
Trinity Episcopal School	ACCRED	I	WHITE	PA	EPISCH	$1487	$1720	$1.2
Trinity Evangelical Divinity Schoo	ACCRED	I	WHITE	IL	EVFRCA	$7337	$9251	$3.2
Trinity Lutheran Seminary	ACCRED	I	WHITE	OH	EVLCAM	$2871	$3565	$12.1
Union Theological Seminary	ACCRED	I	WHITE	NY	NDENOM	$6310	$10072	$40.5
Union Theological Seminary	ACCRED	I	WHITE	VA	PRCHUS	$5053	$6961	
United Theological Seminary	ACCRED	I	WHITE	OH	UNMECH	$3079	$3816	$5.3
United Theological Seminary	ACCRED	I	WHITE	MN	UNCHCH	$1730	$1781	$3.9
Univ. of the South School of Theol	ACCRED	I	WHITE	TN	EPISCH	$1779	$2476	$8.2
University of Chicago	ACCRED	U	WHITE	IL	NDENOM	$3662	$4946	
University of Dubuque	ACCRED	I	WHITE	IA	PRCHUS	$1664	$2112	$9.4
University of Notre Dame	ACCRED	U	WHITE	IN	ROMCTH			
University of St. Mary of the Lake	ACCRED	I	WHITE	IL	ROMCTH	$3077	$4001	
University of St. Michael's Colleg	ACCRED	I	WHITE	ONTARI	ROMCTH	$1742	$1818	
University of St. Thomas	CAND	I	WHITE	TX	ROMCTH	$561	$561	
University of Winnipeg	ASSOC	I	WHITE	MANTBA	UNCHCA	$305	$305	
Vancouver School of Theology	ACCRED	I	WHITE	BRTCOL	NDENOM	$2346	$3216	$7.6
Vanderbilt University	ACCRED	U	WHITE	TN	NDENOM	$2834	$3838	$30.8
Virginia Union University	ACCRED	I	BLACK	VA	BPGNCF	$417	$461	$0.7
Wartburg Theological Seminary	ACCRED	I	WHITE	IA	EVLCAM	$2236	$2999	$6.6
Washington Theological Union	ACCRED	I	WHITE	MD	ROMCTH	$1899	$1970	$5.8
Waterloo Lutheran Seminary	ACCRED	I	WHITE	ONTARI	EVLUCA	$747	$817	$2.2
Wesley Biblical Seminary	ASSOC	I	WHITE	MS	NDENOM	$375	$514	$0.3
Wesley Theological Seminary	ACCRED	I	WHITE	DC	UNMECH	$2784	$3527	$4.0
Western Evangelical Seminary	ACCRED	I	WHITE	OR	NDENOM	$1136	$1292	$4.7
Western Theological Seminary	ACCRED	I	WHITE	MI	RFCHAM	$1580	$1901	$4.6
Westminster Theological Seminary	ACCRED	I	WHITE	PA	NDENOM	$2508	$2993	$0.9

(continued)

Table 1.01 (continued)

Faculty			Enrollment				Name
			Head Count		FTE		
F.T.	P.T.	FTE	1989	1988	1989	1988	
15	4	16.9	469	367	370	260	Reformed Theological Seminary
11	13	15.0	416	377	231	233	Regent College
16	6	18.0	198	178	142	133	Regis College
9	11	11.8	177	145	202	105	Sacred Heart School of Theology
8	8	10.4	74	84	90	53	Saint Mary Seminary
12	27	18.4	268	227	138	168	Saint Paul School of Theology
16	3	17.2	160	141	88	89	Saint Paul Seminary School of
2	15	6.0	53	57	45	54	Saint Vincent Seminary
17	15	22.0	614	702	301	346	San Francisco Theological Seminary
8	2	8.7	76	90	70	83	Seabury-Western Theo. Seminary
6	36	12.2	170	172	36	122	Seattle University
8	13	10.9	173	185	93	114	Seminary of the Immaculate Concept.
34	2	35.0	361	394	289	302	Seventh-Day Adventist
5	10	7.5	83	110	76	100	Shaw Divinity School
9	20	16.7	658	849	485	655	Southeastern Baptist
70	48	90.1	2475	2186	1474	1483	Southern Baptist
96	76	122.4	3814	3806	2620	2224	Southwestern Baptist
6	8	8.3	94	56	31	17	SS. Cyril & Methodius Seminary
5	4	6.2	66	46	43	39	St. Andrew's College
5	9	8.3	125	111	79	71	St. Augustine's Seminary of Toronto
3	12	6.2	100	102	42	18	St. Bernard's Institute
5	10	7.4	203	182	135	118	St. Charles Borromeo Seminary
7		7.0	70	89	46	57	St. Francis Seminary
9	4	10.5	124	96	124	96	St. John's Seminary
15	8	17.5	130	96	116	96	St. John's Seminary
11	12	15.3	69	94	66	90	St. John's Univ. School of Theology
11	11	13.2	308	275	220	195	St. Joseph's Seminary
13	19	16.8	327	358	190	189	St. Mary's Seminary and
11	19	18.3	116	138	116	138	St. Meinrad School of Theology
9	19	15.3	85	88	84	88	St. Patrick's Seminary
10		10.0	77	84	80	89	St. Peter's Seminary
	5	0.5	122	75	39	27	St. Stephen's College
9	11	12.0	159	122	89	62	St. Thomas Theological Seminary
9	12	12.9	103	92	75	67	St. Vincent De Paul Regional
8	12	11.6	88	111	74	83	St. Vladimir's Orthodox
3	14	6.5	43	45	51	45	Starr King School for the Ministry
4		4.0	8	9	8	8	Swedenborg School of Religion
19	17	24.9	539	545	346	254	Talbot School of Theology
							Toronto School of Theology
			132	111	103	86	Trinity College Faculty of Divinity
6	7	7.5	112	114	73	70	Trinity Episcopal School
33	42	44.8	1499	1094	937	693	Trinity Evangelical Divinity School
19	4	20.3	249	302	203	226	Trinity Lutheran Seminary
21	23	26.8	382	404	294	338	Union Theological Seminary
18	10	21.3	196	197	151	173	Union Theological Seminary
17	18	21.0	458	403	266	248	United Theological Seminary
14	14	16.8	231	207	133	115	United Theological Seminary
9	7	11.2	159	143	91	78	Univ. of the South School of Theol.
26		26.0	300	286	237	269	University of Chicago
10	10	13.0	161	180	126	139	University of Dubuque
31	6	33.0	90	137	10	114	University of Notre Dame
26	8	28.2	287	291	254	248	University of St. Mary of the Lake
15	21	22.6	281	311	192	213	University of St. Michael's College
4	13	9.0	114	86	51	62	University of St. Thomas
3	8	7.2	138	108	42	38	University of Winnipeg
12	4	12.5	95	112	84	104	Vancouver School of Theology
20	16	21.4	302	294	201	202	Vanderbilt University
7	9	9.5	126	227	114	117	Virginia Union University
13	8	15.2	223	211	202	191	Wartburg Theological Seminary
19	24	26.4	344	339	145	157	Washington Theological Union
8	9	11.6	164	140	98	92	Waterloo Lutheran Seminary
4	7	5.6	75	58	39	35	Wesley Biblical Seminary
21	11	24.0	386	356	238	220	Wesley Theological Seminary
11	12	13.3	146	157	94	89	Western Evangelical Seminary
12	10	13.6	152	125	96	89	Western Theological Seminary
15	26	23.0	483	484	384	315	Westminster Theological Seminary

(continued)

Table 1.01 (continued)

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
Weston School of Theology	ACCRED	I	WHITE	MA	ROMCTH	$2087	$2622	$0.9
Winebrenner Theological Seminary	CAND	I	WHITE	OH	CGODGC	$539	$608	$0.3
Winnipeg Theological Seminary	ASSOC	I	WHITE	MANTBA	NDENOM	$830	$1224	$0.1
Wycliffe College	ACCRED	I	WHITE	ONTARI	ANGCHC	$1536	$1923	$3.2
Yale University Divinity School	ACCRED	U	WHITE	CT	NDENOM	$5650	$7908	$33.0

Table 1.01 (continued)

Faculty			Enrollment Head Count		Enrollment FTE		Name
F.T.	P.T.	FTE	1989	1988	1989	1988	
17	12	20.8	222	215	174	198	Weston School of Theology
6	4	8.0	39	41	27	27	Winebrenner Theological Seminary
8	17	10.6	218	190	132	126	Winnipeg Theological Seminary
7	6	7.8	150	177	116	98	Wycliffe College
18	27	26.6	401	440	343	379	Yale University Divinity School

Table 1.02

Summary of Selected Institutional Characteristics		
Item	Number	Percent of All Schools
Schools integrally related to a University	20	9.8 %
Schools holding membership in a cluster	80	39.0 %
Schools that are primarily Asian		0.0 %
Schools that are primarily Black	6	2.9 %
Schools that are primarily Hispanic	1	0.5 %
Schools that are primarily White	198	96.6 %
Denominational schools	174	84.9 %
Interdenominational/Nondenominational	31	15.1 %
Canadian schools	29	14.1 %

Table 1.02: Summary of Selected Institutional Characteristics

The table offers data both in number and percentage for several types of schools. It is based on all schools, accredited and nonaccredited. University related schools are those related to a larger institution with at least two other graduate level professional schools or departments. Schools are classified as members of a cluster only if the relationship includes at least two other schools of theology. The clusters in the Association of Theological Schools are listed at the very end of the ATS Directory, Bulletin 39, Part 4, pp. 71-73. The six primarily Black schools are Hood Theological Seminary, Howard University School of Theology, Interdenominational Theological Center, Payne Theological Seminary, Shaw Divinity School, and Virginia Union University School of Theology. The primarily Hispanic school is the Evangelical Seminary of Puerto Rico.

Table 1.03

ATS Membership Structure and Changes					
Status	Current Year Added	Current Year Total	Prior year Total	5 years ago	10 years ago
Accredited		179	175	169	156
Nonaccredited: Candidate		8	9	10	NA
Nonaccredited: Associate		18	21	21	40
TOTAL		205	205	200	196

Table 1.03: ATS Membership Structure and Changes

This table reports changes in ATS membership status for the past ten years. The Association has three categories of membership. The category of candidate for accredited membership was initiated in 1980. Hence, it does not appear in the listing for ten years ago--1979. Candidates are those institutions which after review on the basis of Association procedures and standards have been authorized by vote of the Commission on Accrediting to begin the self-study process leading to an accreditation review. Candidacy status is normally granted for two years. Accredited members are those which after review on the basis of Association standards are elected by the Commission on Accrediting to accredited membership. Associate members are those which have met the criteria for associate membership prescribed by the Association and have been recommended by the Commission on Accrediting and elected by a two-thirds vote of the accredited members. They have no status as accredited but are assumed to be working toward it. The three categories of membership are described in the ATS Constitution, Bulletin 39, Part 1, Article IV, page 4, and in the ATS Procedures, Standards and Criteria for Membership, Bulletin 39, Part 3, pages 3-8.

Table 1.04a

Distribution of Schools by Total Head Count Enrollment				
Enrollment Size	Current year	Prior year	5 years ago	10 years ago
1 - 75	27	30	28	38
76 - 150	63	63	64	63
151 - 300	59	56	52	55
301 - 500	32	31	32	20
501 - 1000	16	17	14	12
over 1000	5	5	7	5
Total	202	202	197	193

Table 1.04a: Distribution of Schools by Total Enrollment--Head Count (HC)

This table reports the size of member schools in six groupings based on total enrollment (HC), whether full-time or part-time. The data is based on the section on Enrollment of the ATS Annual Report Forms (EF-1). It includes all schools, accredited and nonaccredited, Canadian and U.S. It is comparable to the distribution of schools in the prior ATS Fact Book for 1987-88, Table C-1, page 84. The reader will notice that the number of schools reporting enrollment is normally at least three less than the total number of member schools, e.g., as found in Table 1.03. This is because three of the member schools are either part of a larger institution which reports the enrollment--Berkeley Divinity School at Yale, and Bexley Hall at Colgate-Rochester--or a coordinating agency such as the Toronto School of Theology in which all enrollment is reported by the constituent member schools.

Table 1.04b

Distribution of Schools by FTE Enrollment				
FTE Size	Current year	Prior year	5 years ago	10 years ago
1 - 75	56	56	49	NA
76 - 150	65	68	73	
151 - 300	52	49	49	
301 - 500	18	19	12	
501 - 1000	8	7	10	
over 1000	3	3	4	
Total	202	202	197	

Table 1.04b: Distribution of Schools by FTE Enrollment

This table reports the same categories of distribution as the previous Table 1.04a but based on full-time equivalent enrollment (FTE) in which part-time enrolled students are converted to full-time according to the sum of the percentages of full-time student load taken by part-time students, divided by one hundred. The FTE distribution is not available for 1979. The column is included in the table because it will be used in future editions. Please note that the total number of schools listed at the base of all columns in Tables 1.04a and 1.04b is the total number of the member schools reporting positive data for that column, not the total member schools for the Association in that particular year.

Table 1.05

Frequency Distribution of Schools by FTE Enrollment													
1-50	51-100	101-150	151-200	201-250	251-300	301-350	351-400	401-450	451-500	501-550	551-600	601-1000	> 1000
29	61	31	26	12	14	7	6	3	2	3		5	3

Table 1.05: Frequency Distribution of Schools by FTE Enrollment

Table 1.06

Levels of Educational Programs of Accredited Schools			
	Number of Schools at each level		
Level	Current year	Prior year	2 yrs ago
M.A. Academic/M.A.R./M.T.S. Degree	135	129	
M.Div./M.R.E. Degree	173	169	
S.T.M./Th.M. Degree	62	64	
Postsecondary Award, Certificate, Diploma	36	30	
Bachelor's Degree	16	12	
D.Min./D.Miss. Degrees	87	85	
Associate Degree	6	6	
M.A. Professional Degree	57	52	
Other	16	18	
Ph.D./Th.D./Ed.D./S.T.D.	44	48	
Postbaccalaureate Certificate	30	27	

Table 1.06: Levels of Educational Programs of Accredited Schools

Table 1.06 lists only accredited schools, Canadian and U.S. It provides a listing of the number of schools which have reported degree programs in several major categories. The list follows the terminology of ATS Institutional Standard XIII on Nomenclature, Bulletin 39, Part 3, pp. 32-34. The only exceptions from this nomenclature are those categories which report bachelor's degrees or associate degrees for which the ATS does not offer approval since they are outside the stated scope of the Association as recognized and approved by COPA and the Division of Agency Evaluation of the USDE. Another exception is the postbaccalaureate certificate which is not a degree program. The information for the table is derived from the section on Institutional Characteristics (IC-1) of the ATS Annual Report Forms for the fall of 1989. The Master of Divinity or the Master of Religious Education is the first professional degree offered by all member schools with the exception of six which either offer degrees through another member school or which offer doctoral level degrees which are based on and presume the Master of Divinity.

CHAPTER I APPENDIX: DENOMINATIONAL CODES

ENROLLMENT FALL 1989
BY DENOMINATION

ATS-EF-3
Page 1 of 3

Name of Respondent:

Title:

Phone Number: ( )

Denomination Code	Denomination	Line No.	First Professional Students (A)	All Other Students (B)
	Denominational Affiliation of Current Enrollment			
ADVSVD	Adventists, Seventh-Day	1		
ADCHCH	Advent Christian Church	2		
ANGCHC	Anglican Church of Canada	3		
ASYGOD	Assemblies of God	4		
	Baptist		//	
AMBCUS	American Bapt. Churches in the USA	5		
BPCVOQ	Bapt. Conven. of Ontario and Quebec	6		
BPGNCF	Baptist General Conference	7		
BPMSAA	Baptist Miss. Assoc. of America	8		
BPUNWC	Baptist Union of Western Canada	9		
CNBPAA	Conserv. Bapt. Assoc. of America	10		
GBSCNC	Gen. Baptist State Conv., N.C.	11		
INDBAP	Independent Baptist	12		
NTLBCV	National Baptist Convention	13		
NABPCF	North American Baptist Conference	14		
SDBGCF	Seventh Day Baptist Gen. Conference	15		
SBCONV	Southern Baptist Convention	16		
UNEBFC	Union d'Eglises Baptistes	17		
	Francaises au Canada		//	
UNBCAP	United Bapt. Con. (Atlantic Prov.)	18		
	Brethren		//	
BRCHCH	Brethren in Christ Church	19		
BRCHAO	Brethren Church (Ashland, Ohio)	20		
CHBRET	Church of the Brethren	21		
	Christian		//	
CCHCHC	Christian Chs. and Chs. of Christ	22		
CHCHDC	Christian Church (Disc. of Christ)	23		
SALVAR	Salvation Army	24		
CHMSAL	Christian and Missionary Alliance	25		
CHUCHR	Churches of Christ	26		

Denominational Affiliation of Current Enrollment				
Denomination Code	Denomination	Line No.	First Professional Students (A)	All Other Students (B)
	Churches of God			
CGODAI	Church of God (Anderson, Indiana)	27		
CGODCT	Church of God (Cleveland, Tennessee)	28		
CGODGC	Churches of God, General Conference	29		
CGODIC	Church of God in Christ	30		
CHRNAZ	Church of the Nazarene	31		
CCONCC	Con. of Congregational Christian Chs.	32		
EPISCH	Episcopal Church, The	33		
EVCHCA	Evangelical Church in Canada	34		
EVCGCH	Evangelical Congregational Church	35		
EVCVCH	Evangelical Covenant Church	36		
EVCCAM	Evangelical Covenant Church of America	37		
EVFRCA	Evangelical Free Church of America	38		
FSQGCH	Foursquare Gospel Church	39		
FRRELS	Friends, Religious Society of	40		
JEWISH	Jewish	41		
	Lutheran			
EVLUCH	Evangelical Lutheran Church	42		
EVLCAM	Evangelical Luth. Church in America	43		
EVLUCA	Evangelical Luth. Church in Canada	44		
LUCHCA	Lutheran Church-Canad.	45		
LUCHMS	The Lutheran Church-Missouri Synod	46		
WIEVLS	Wisconsin Evangelical Lutheran Synod	47		
	Mennonite			
GNCFMC	General Conference Mennonite Church	48		
MBRCNA	Mennonite Brethren Church in N. A.	49		
MENCHU	Mennonite Church	50		
MENOTH	Mennonite, Other	51		
	Methodist			
AFRMEP	African Methodist Episcopal	52		
AFRMEZ	African Methodist Episcopal Zion	53		
CHMEEP	Christian Methodist Episcopal	54		
FRMECH	Free Methodist Church	55		
INMECH	Independent Methodist	56		
UNMECH	United Methodist Church	57		
WESLCH	Wesleyan Church	58		

Denominational Affiliation of Current Enrollment				
Denomination Code	Denomination	Line No.	First Professional Students (A)	All Other Students (B)
	Moravian			
MORCHA	Moravian Church in America	59		
MUSLIM	Muslim	60		
NDENOM	Inter-Nondenominational	61		
	Presbyterian			
AREFPC	Associate Reformed Presbyterian Ch.	62		
CMPRCH	Cumberland Presbyterian Church	63		
PRCHAM	Presbyterian Church in America	64		
PRCHCA	Presbyterian Church in Canada	65		
PRCHUS	Presbyterian Church (U.S.A.)	66		
	Orthodox			
GROXNS	Greek Orth. Archdiocese in N/S. Amer.	67		
OXCHAM	Orthodox Church in America (Russian)	68		
OXOTHR	Orthodox, Other	69		
	Reformed			
CHREFC	Christian Reformed Church	70		
RFCHCA	Reformed Church in Canada	71		
RFCHAM	Reformed Church in America	72		
RFPRES	Reformed Presbyterian	73		
ROMCTH	Roman Catholic	74		
	Swedenborgian Church			
GCNJER	New Jerusalem, General Church of	75		
GCSWED	Swedenborgian Church, Gen. Conv. of	76		
UNTUNV	Unitarian Universalist	77		
UNCHCA	United Church of Canada	78		
UNCHCH	United Church of Christ	79		
OTHER	Other	80		
TOTAL	TOTAL (Lines 1-850)	81		

NOTES

CHAPTER II: ENROLLMENT

INTRODUCTION

All ATS member schools are required to submit each fall a comprehensive set of Annual Report Forms. The tables in the ATS Fact Book are based on the data from these forms. The most extensive section of the reports is that on Admissions and Enrollment (A-1, EF-1-6, C-1) which embraces reports on total enrollment (HC) and full-time equivalent enrollment (FTE); on enrollment by age, race, and denomination; enrollment by specific degree programs; a listing of academic doctoral candidates by name and projected graduation date. It includes further a report of completions by degree program of off-campus programs, their number and enrollment; and of the number of first-year students. For several of these categories, e.g., age of students, 1988 was the first year in which this information was requested. The thirteen tables in this section were selected as the more significant for this first revised edition. Additional tables will be published in future editions as the computer programs are validated and as sufficient data for trend analysis becomes available. The data on enrollment are substantially more extensive than were requested prior to 1988. The definitions of the categories have been stated with great care. Together with the categories themselves, the definitions follow as closely as possible those of the Common Language for Postsecondary Accreditation: Categories and Definitions for Data Collection (1985 NCHEMS and COPA, Washington, D.C.) and the Integrated Postsecondary Education Data System (IPEDS).

Comparable Data: The 1987-88 ATS Fact Book offers comparable summary data in Tables 1-20, pp. 1-24. The detailed tables on which the summary depends are found in the latter part of the book, Tables C-1 to M, pp. 84-120. Comparable data for the broader community of higher education is readily available in the 1989-90 Fact Book on Higher Education prepared by the American Council on Education (ACE/MacMillan, New York). A basis for interesting comparisons will be found especially in Chapter II Enrollment, pp. 67-128, and in Chapter VII Earned Degrees Data, pp. 197-255.

The reader should bear in mind that the number of schools reporting enrollment data in a given category for the ATS Fact Book will be smaller at least by three than the total number of member schools. Of the nonreporting institutions, one is a consortium in which all enrollment is reported by the member institutions; the other two have become part of a larger institution while retaining their corporate identity. The larger institution reports all enrollment.

Another factor which affects comparability of data in the revised Fact Book with prior editions is the change in the guidelines for the reporting of full-time equivalent enrollment which initiated for the 1988 Annual Report Forms and which will be described in the commentary on the appropriate tables. In addition, the denominational codes were augmented substantially to reflect the diversity of membership in the Association.

Table 2.01

Number of Applicants, Acceptances, and Enrollees				
	M.A.	M.Div.	D.Min.	Other Doctorates
Total Applicants				
Fall 1989	5053	10744	1566	1661
Fall 1988				
Total Acceptances				
Fall 1989	4016	9004	1391	706
Fall 1988				
Total Enrollees				
Fall 1989	3066	7050	1141	470
Fall 1988				
Acceptance/Applicant %				
Fall 1989	79.5%	83.8%	88.8%	42.5%
Fall 1988				
Enrollment/Acceptance %				
Fall 1989	76.3%	78.3%	82.0%	66.6%
Fall 1988				

Table 2.01: Number of Applications, Acceptances, and Enrollees

This data is reported for the first time for the four major degree categories as requested of member schools in the Admissions section (A-1) of the revised ATS Annual Report Forms. The first column reports admissions for all M.A. programs, academic or professional. The second, for the Master of Divinity program, whether a three- or a four-year program; the third, for the Doctor of Ministry; and the fourth for all other doctorates including the Ph.D., Th.D., S.T.D., Ed.D., D.Miss., and the Doctor of Sacred Music. Although no data are reported in the table for 1988, it is our intention to offer this as a two-year table in the future. Longer term correlations and comparisons of admissions and completions in each major category and between the categories can be helpful to schools in tracking vocational trends. The relation of acceptances to applicants and of enrollees to applicants are of obvious interest to all admissions officers. Patterns in these ratios among denominational seminaries will vary considerably depending on the level and intensity of pre-screening of applicants by the denomination.

Definitions: The acceptance percentage is the number of applicants accepted divided by the number of applicants. The enrollment percentage is the number of acceptances enrolled divided by the number of applicants accepted. An applicant is someone formally requesting admission to a program. Acceptance is formal notification of admittance by the school. An enrollee is a student who actually enrolls after being accepted.

Table 2.02

Number Initially Enrolled Each Year						
	Sep-84	Sep-85	Sep-86	Sep-87	Sep-88	Sep-89
M.Div.						7050
M.A.						3066
D.Min.						1141
Doctorates other than D.Min.						470

Table 2.02: Number Initially Enrolled Each Year

This table makes use of the same data as Table 2.01, but it presents the data as a five-year trend table. Since this is the first year in which these statistics are published, additional years will be added from the ATS Annual Report Forms in succeeding years.

Table 2.03

Admission Policies as Reported Regarding Undergraduate GPA and GRE Scores: Fall 1989				
	M.A.	M.Div.	D.Min.	Doctorates
Number reporting a minimum GPA policy	104	134	30	13
Lowest minimum GPA required	2.00	2.00	2.00	2.00
Highest minimum GPA required	3.50	3.00	3.50	3.75
Average minimum GPA required	2.59	2.40	2.83	3.22
Number reporting a minimum GRE Policy	18	21	4	14
Lowest minimum GRE required	400.00	400.00	400.00	450.00
Highest minimum GRE required	600.00	600.00	600.00	700.00
Average minimum GRE required	480.56	476.19	500.00	567.86

Table 2.03: Admission Policies as Reported Regarding Undergraduate GPA and GRE Scores: Fall 1989

The revised ATS Annual Report Forms request information in the section on Admission Data (A-1) on the minimum requirements for the cumulative undergraduate grade point average (GPA) and for the Graduate Record Examinations (GRE). The GRE is an entrance test for graduate programs and is administered by the Educational Testing Service (ETS) of Princeton, NJ. It consists of two parts, the verbal test and the analytical test. The GRE score reported in this table is the sum of these two parts. The lowest required score, the highest and the average of all reported scores are listed. The grade point average (GPA) is calculated on a four point scale in which A=1, B=2, C=3, D=1. Any GPA reported on a different scale was converted to a four point scale for the sake of the comparative table.

Table 2.04a

Total Head Count Enrollment in Member Schools							
Year	Number Reporting	M.Div. & Interns	Th.D., STD & Ph.D.	D.Min.	Others	Total	Percent Change
1985	196	28,404	2,737	6,345	18,891	56,377	--
1986	201	28,085	2,791	6,430	19,022	56,328	-0.09%
1987	201	27,272	2,857	6,255	19,382	55,766	-1.00%
1988	202	26,620	2,968	6,074	20,085	55,747	-0.03%
1989	202	25,966	3,128	6,459	20,634	56,187	+0.79%

Table 2.04a: Total Head Count (HC) Enrollment in Member Schools

This table includes all schools, U.S. and Canadian, accredited and nonaccredited. It reports enrollment with a five-year trend. Please note that statistics for 1985, 1986, and 1987 were taken from data submitted in the pre-1988 unrevised Annual Report Forms and published in the ATS Fact Book for those respective years. The statistics for 1988 and 1989 derive from data submitted in the section on Enrollment (E-1) of the revised Annual Report Forms for the fall of 1988 and 1989. The left-hand column reports the number of schools reporting enrollment data for that year. The total enrollment is divided into four categories which reflect three of the major degree programs together with all other programs grouped in the fourth category. The M.Div. includes all students reported as enrolled in a three or four-year Master of Divinity program together with those in comparable nondegree preordination programs on EF-1, page 2, or as interns on EF-1, page 4. Interns are reported as enrolled when the internship is under the supervision of the school and is integral to the completion of the program. The Th.D., S.T.D. and Ph.D. are the traditional academic doctorates which constitute the major source for staffing of the graduate level theological schools. The Doctor of Ministry is the highest level professional degree program.

Total enrollment in theological schools was highest in 1984-85 with 56,466 students. A slow but steady decline occurred through 1988. Only in 1989 was the trend reversed. Comparable statistics for earlier years will be found in the ATS Fact Book for 1987-88, Tables 1-7, pp. 1-8.

Table 2.04b

Total FTE Enrollment in Member Schools							
Year	Number Reporting	M.Div. & Interns	Th.D., STD & Ph.D.	D.Min.	Others	Total	Percent Change
1985							
1986							
1987							
1988	202	21,537	2,022	2,380	10,863	36,802	--
1989	202	21,244	2,329	3,386	11,209	38,168	3.71%

Table 2.04b: Total Full-Time Equivalent (FTE) Enrollment in Member Schools

This table includes all schools, U.S. and Canadian, accredited and nonaccredited. It will report enrollment on a five-year trend, although the present table includes only the statistics for fall 1988 and fall 1989. We hesitate to publish FTE enrollment statistics from pre-1988 editions of the Fact Book because the guidelines for the calculating of FTE students were amended for the 1988 and 1989 ATS Annual Report Forms, a change which would necessarily affect the continuity of data. The guidelines for 1988 follow the definitions and guidelines of the Common Language for Postsecondary Accreditation, page 72, published by MCHEMS and COPA. The FTE is now calculated simply by dividing the total number of student credit hours taken by a full-time student as required for completion of a given degree program in the stated duration of that program. If a number of students taken an overload of courses, the school may well report a higher FTE than head count (HC). Instructions for pre-1988 editions of the Fact Book indicated that the FTE should not be higher than the HC count. A second change in the guidelines for reporting FTE enrollment was initiated for the fall 1989 Annual Report Forms. In light of the innate difficulty in calculating full-time equivalency for doctoral level students and in view of the lack of consistency in the way in which schools reported such enrollment, the guidelines now specify simply that for doctoral level students the full-time equivalent equals the head count of students who are actively engaged in course work, projects, and/or dissertation work. Not included are persons paying continuation fees but who are not actively engaged in course work, projects and/or dissertation work. This means that the number reported as legitimately enrolled by head count for doctoral level programs will be the same as the full-time equivalent number. The higher FTE enrollment in 1989 by comparison with 1988, an increase of 3.7 percent, is accounted for almost entirely by the higher number of FTE doctoral level enrollees. In light of this, it is understandable that the 1989 FTE data and statistics will constitute a new base for trend analysis in succeeding years. For the sources of the data and the definition of the four categories the reader is referred to the commentary on Table 2.04a which uses exactly the same categories as 2.04b.

Table 2.06

Comparable Enrollments: Same Institutions Reporting Head Count						
	Total Enrollment					
Year	Same 191 Schools #	% Change	Same #	Schools % Change	Same #	Schools % Change
1985	55,878					
1986	55,301	-1.02%				
1987	54,800	-0.91%				
1988	54,377	-0.77%				
1989	54,828	+0.83%				

Table 2.06: Comparable Enrollments: Same Institutions Reporting--Head Count

Previous editions of the ATS Fact Book have attempted to report the change in head count enrollment in a given number of institutions which have been members of the Association and have submitted Annual Report Forms for the intervening years. The present Fact Book reports statistics on the same 191 schools reporting in the fall of 1985 which were still reporting members in 1989. During that five-year period these schools suffered a decline in enrollment of 1,050 students (-1.88 percent). The overall average decline in enrollment for all member schools from 1985 to 1989 was only -.25 percent. The total number of schools reporting, however, in 1989 was greater by six than the number reporting in 1984, which may well account for the difference.

Of the 196 schools reporting in 1989, five have ceased operations or merged with other institutions. Eleven new schools were elected to membership in the Association during the same time span. The total number of ATS member schools grew by six during that period. We propose to track the "same institutions reporting" for up to 15 years and to initiate a new grouping every five years. This purpose will account for the three columns for statistics on Table 2.06. The trend analysis which flows from this table offers an accurate record of the growth or decline of a control group of institutions.

NOTES

Table 2.07

Comparison of Total Enrollment: Total Individuals and Full Time Equivalent						
Year	Headcount	% Change	FTE	% Change	FTE % of Headcount	Number Reporting
1987						
1988	55,745		36,802		66.02	202
1989	56,171	0.76	38,168	3.71	67.95	202

Table 2.07: Comparison of Total Enrollment--
Total Individuals (HC) and Full-Time Equivalent

This table will provide a three-year trend analysis of the ratio of full-time equivalent to head count enrollment for the number of member schools reporting head count enrollment for that year. These statistics for this table are taken from the total head count enrollment in Table 2.04a and the total FTE enrollment in Table 2.04b. As was explained in the commentary on Table 2.04b, the percentage change in FTE enrollment from 1988 to 1989 was an increase of 3.71 percent which was occasioned almost entirely by the change in guidelines for the 1989 ATS Annual Report Forms for the reporting of FTE enrollees for doctoral level programs. Starting with that year the full-time equivalent for doctoral level students equals the head count of such students are actively engaged in course work, projects, and/or dissertation work. Although Table 2.07 will offer a three-year trend in succeeding years, fall 1987 FTE data was not entered because of a break in continuity between 1987 and succeeding years in the guidelines for the calculation of a full-time equivalency. These changes are narrated in detail in the commentary on Table 2.04b. With the above qualifications in mind, somewhat comparable data can be found in the ATS Fact Book for 1987-88 in Table 4, page e.

Table 2.10: Total Enrollment by Degree Types--HC and FTE

This table reports the total enrollment both by head count and full-time equivalency for 1988 and 1989 distributed among eight principal categories of programs in which the schools report enrollment on the ATS Annual Report Forms in Sections EF-1 and 2. The changes in the percentage of enrollment in each type of program in relation to total enrollment is a matter of great importance both to the schools and to the denominations for the purpose of long-range planning. Table 2.12 complements this table in reporting both head count and FTE enrollment in addition by the specific degree programs within each category. The statistics for Tables 2.10 and 2.12 are derived from the ATS Annual Report Forms (EF-1) for the fall of 1988 and the fall of 1989. They are based on the data submitted by the schools in the following categories of the enrollment form (EF-1): The first category "Professional/Academic 1 or 2 years Post-Baccalaureate" includes all the M.A. programs listed on page 1 of the EF-1 Report Form. The second category "Professional 3 Years Post-Baccalaureate" includes all enrollees reported on EF-1, page 2, columns A, B, C, and D. The third category "Professional 4 Years Post-Baccalaureate" includes all enrollees reported on EF-1, page 2, columns E, F. G, and H. The fourth category "Professional Post-Baccalaureate Doctoral Programs" includes all enrollees reported on EF-1, page 3, columns A through H (D.Min., D.Miss., Ed.D., D.Sac.Music). The fifth category "Certificate and Diploma Programs" includes all enrollees reported on EF-1, page 4, columns A and B. The sixth category "Special/Unclassified" includes all enrollees reported on EF-1, page 4, columns C and D. The seventh category "Interns" includes all those reported on EF-1, page 4, columns E and F. The last category "Academic Post-M.A./M.Div. programs includes all those reported on EF-1, page 4, columns A through F (includes Th.M., Th.D., and Ph.D.). Please note that the head count enrollment reported in Table 2.10 is slightly lower than that reported in Table 2.20 because Table 2.10 includes several corrections of the original reports submitted by the member institutions.

Table 2.10

Total Enrollment by Degree Types

Degree Types	1988	1989	Percent of 1989 total HC	Percent of 1989 total FTE
Professional/Academic 1 or 2 years post-baccalaureate				
Head Count	10490	10544	18.77	
FTE	6387	6466		16.94
Professional 3 years post-baccalaureate (excluding intern year)				
Head Count	23224	22676	40.37	
FTE	18438	18059		47.31
Professional 4 years post-baccalaureate (excluding intern year)				
Head Count	2806	2831	5.04	
FTE	2542	2704		7.08
Professional post-baccalaureate doctoral programs				
Head Count	6508	7001	12.46	
FTE	2678	3795		9.94
Certificate and diploma programs (non-preordination only)				
Head Count	2549	3199	5.70	
FTE	1573	1609		4.22
Special/Unclassified				
Head Count	5022	4676	8.32	
FTE	1537	1581		4.14
Interns				
Head Count	943	886	1.58	
FTE	884	857		2.25
Academic post-M.A./M.Div. programs				
Head Count	4203	4358	7.76	
FTE	2763	3097		8.11
Total				
Head Count	55745	56171	100.00	
FTE	36802	38168		100.00

Table 2.12

Enrollment by Degree						
Degrees		1986	1987	1988	1989	Percent of 1989 total
Professional/Academic 1 or 2 years post-baccalaureate						
M.Rel.Ed.	Head Count			2277	2164	
	FTE			1292	1405	
M.Ch.Music	Head Count			553	498	
	FTE			354	325	
M.A./M.A.R./M.T.S.	Head Count			5402	5467	
	FTE			3353	3224	
M.A. in (Special)	Head Count			2258	2415	
	FTE			1388	1512	
Subtotal	Head Count			10490	10544	18.77%
	FTE			6387	6466	16.94%
Professional 3 years post-baccalaureate (excluding intern year)						
Nondegree Preord.	Head Count			242	237	
	FTE			222	178	
M.Div. (S.T.B.)	Head Count			22982	22439	
	FTE			18216	17881	
Subtotal	Head Count			23224	22676	40.37%
	FTE			18438	18059	47.31%
Professional 4 years post-baccalaureate (excluding intern year)						
Nondegree Preord.	Head Count			133	190	
	FTE			105	198	
M.Div. (S.T.B.)	Head Count			2673	2641	
	FTE			2437	2506	
Subtotal	Head Count			2806	2831	5.04%
	FTE			2542	2704	7.08%
Professional post-baccalaureate doctoral programs						
D.Min	Head Count			6074	6459	
	FTE			2380	3386	
D.Miss.	Head Count			143	218	
	FTE			64	104	
D.R.E./Ed.D.	Head Count			226	264	
	FTE			174	251	
D.Sac.Mus./D.M.A.	Head Count			65	60	
	FTE			60	54	
Subtotal	Head Count			6508	7001	12.46%
	FTE			2678	3795	9.94%
Certificate and diploma programs (non-preordination only)	Head Count			2549	3199	5.70%
	FTE			1573	1609	4.22%
Special/Unclassified	Head Count			5022	4676	8.32%
	FTE			1537	1581	4.14%
Interns	Head Count			943	886	1.58%
	FTE			884	857	2.25%

(continued)

Table 2.12 (continued)

Enrollment by Degree						
Degrees		1986	1987	1988	1989	Percent of 1989 total
Academic post-M.A./M.Div. programs						
S.T.M./Th.M.	Head Count			1235	1230	
	FTE			741	768	
Th.D./S.T.D.	Head Count			594	560	
	FTE			372	425	
Ph.D.	Head Count			2374	2568	
	FTE			1650	1904	
Subtotal	Head Count			4203	4358	7.76%
	FTE			2763	3097	8.11%
Total	Head Count			55745	56171	100.00%
	FTE			36802	38168	100.00%

Table 2.12: Enrollment by Degree--HC and FTE

This table reports the enrollment for all member schools, both Canadian and U.S., accredited and nonaccredited, for the fall of 1988 and 1989. With the data from succeeding years this table will offer a four-year trend for each degree and each category. The listing follows the order in which the degree programs and other programs are listed in the enrollment section (EF-1) of the ATS Annual Report Forms for 1988 and 1989. Although most categories will be obvious to the reader, the distinction in the M.A. programs is worth noting. The M.A./M.A.R./M.T.S. represents the two-year academic master's level programs which may be research oriented or "general academic" without the focus on research methodology. This reflects the fact that some seeking a master's degree of this kind will be preparing for doctoral level work whereas others will have a variety of reasons for seeking an advanced level of preparation in theology. The next category, M.A. in (Special) is the professional M.A. two-year program which helps prepare people for a specialized ministry in contrast with the Master of Divinity (M.Div.) which is a basic three-year program of general preparation for the full range of ministry. The professional M.A. is always qualified in its title by the area of specializations, e.g., M.A. in Pastoral Counseling.

Somewhat comparable summary data will be found in the ATS Fact Book for 1987-88, Tables 5 and 7, pp. 5-8; and for each school in Table B-2, pp. 64-83. The 1988-89 revised Fact Book is the first one in which the complete listing of enrollment in the individual degree programs is reported in the categories of the revised Annual Report forms.

NOTES

Table 2.20: Enrollment Summary by Degrees, Gender, and Race--Head Count

This table presents in summary form enrollment by gender and race in all the major categories of programs and in the specific degree and nondegree programs as reported by member schools in the ATS Annual Report Forms for fall 1989. The data are found in the section entitled Enrollment (EF-1) of the Report Forms. Comparable data from the ATS Fact Book for 1987-88 will be found in summary form in Tables 8-18, pp. 8-21. These tables present only the broader categories of degree and nondegree programs. The more detailed information regarding enrollment in these categories by specific degree and nondegree programs will be found in the tables in the latter part of the 1987-88 Fact Book: C-2 for enrollment of Blacks; C-3 for enrollment of women; C-4 for enrollment of Hispanic/Americans; and C-5 for enrollment Pacific/Asian Americans (pp. 85-88). A major difference between the 1988 forms and pre-1988 forms is that the revised 1988 Annual Report Forms and all later forms provide a separate category for Non-Resident Alien or Visa students. This group constituted 6.4 percent of total head count enrollment for the fall of 1989. In prior years they were simply grouped as "all others." The distinction was not as clearly drawn as at present.

Definitions: The fall 1988 and 1989 ATS Annual Report Forms have followed the definitions of race/ethnic identification found in A Common Language for Postsecondary Accreditation published by NCHEMS and COPA.

a) Black, Not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.
b) Hispanic. A person of Mexican, Puerto Rican, Cuban, Central of South American, or other Spanish culture or origin, regardless of race.
c) Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa, India, and Viet Nam.
d) American Indian, Alaskan Native, or Inuit. A person having origins in any of the original peoples of North American and maintaining cultural identification through tribal affiliation or community recognition.
e) White Not of Hispanic Origin. A person having origins in any of the original peoples of Europe, North African, or the Middle East.
f) Nonresident Alien or Visa. A person who is not a citizen or national of the home country of the institution and who is in the country on a visa or temporary basis and does not have the right to remain indefinitely.

Table 2:20 (continued)

Comparable Data:

Women: The 16,526 women enrolled (HC) in ATS member schools in the fall of 1989 constituted 29.4 percent of total enrollment and an increase in numbers of 1.6 percent from 1988. In 1974 there were 5,255 women or 14.3 percent of total enrollment; and in 1979 there were 10,204 women or 21.1 percent. There has been a steady growth in numbers and percentage every year, although 1989 reported the smallest growth both in numbers (+268) and in percentage of total enrollment (+1.6 percent).

Blacks: The 3,961 Blacks (HC) enrolled in ATS member schools in the fall of 1989 constituted 7.30 percent of total enrollment, an increase of 8.3 percent from 1988. In 1974 there were 1,246 Black students enrolled, or 3.4 percent; in 1979 there were 2,043, or 4.2 percent. The intervening years have seen a steady growth in Black enrollment which averaged +6.3 percent per year for the past 5 years. The year 1989 reported a growth of 303 students, 8.3 percent more than in 1988. There is reason for encouragement in these statistics, although national data indicate that Blacks in the 18-24 year age bracket constituted 14.7 percent of total population for that group (1989-90 Fact Book on Higher Education, ACE, page 12).

Hispanic Americans: The 1,490 Hispanic Americans enrolled in ATS member schools in the fall of 1989 constituted 2.7 percent of total enrollment, an increase of 3.3 percent over 1988. In 1974 there were 448 Hispanic American students, or 1.3 percent of total enrollment; in 1979 there were 822, or 1.7 percent of total enrollment. The intervening years have seen a steady but slow growth in the enrollment of this group. The year 1989 reported a growth of 47 students, 3.3 percent more than in 1988. With only 2.7 percent of total enrollment this group remains sorely underrepresented in member schools.

Asian/Pacific Islander: The 2,065 Pacific/Asian students enrolled in ATS member schools in the fall of 1989 constituted 3.7 percent of total enrollment, an increase of 5.3 percent from 1988. In 1979 there were 577 Pacific/Asian students enrolled, or 1.2 percent of total enrollment. The intervening years have seen a very rapid growth in the enrollment of this group which averaged 14.2 percent per year. The determination of this group to provide for itself an educated ministry is obvious in these statistics.

Table 2.20

Fall 1989 Enrollment Summary by Degree, Gender, and Race: Headcount

Degrees	Non Resident Alien or Visa		Black Non-Hispanic		Native American Alaskan, Inuit		Asian or Pacific Islander		Hispanic		White Non-Hispanic		Total	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional/Academic 1 or 2 years post-baccalaureate														
M.Rel.Ed.	71	59	65	49	2	3	21	31	13	15	1034	821	1206	978
M.Ch.Music	20	20	2	2	2	0	2	7	3	1	332	111	361	141
M.A./M.A.R./M.T.S.	274	168	150	112	6	7	120	72	81	65	2373	2067	3004	2491
M.A. in (Special)	131	84	84	88	5	7	41	36	36	20	887	1019	1184	1254
Professional 3 years post-baccalaureate (excluding intern year)														
Nondegree Preord.	30	9	39	4	12	0	3	1	9	2	133	55	226	71
M.Div. (S.T.B.)	818	138	1350	662	36	19	696	108	368	105	13286	4759	16554	5791
Professional 4 years post-baccalaureate (excluding intern year)														
Nondegree Preord.	14	0	19	0	0	0	12	0	12	5	135	15	192	20
M.Div. (S.T.B.)	103	1	76	35	4	1	122	0	183	0	1878	237	2366	274
Professional post-baccalaureate doctoral programs														
D.Min	435	54	361	39	11	0	176	9	85	14	4735	543	5803	659
D.Miss.	27	1	4	0	0	0	8	2	2	0	172	5	213	8
D.R.E./Ed.D.	32	11	6	2	0	0	9	4	1	0	159	40	207	57
D.Sac.Mus./D.M.A.	3	1	0	0	0	0	0	0	0	0	49	9	52	10
Certificate and diploma programs (non-preordination only)	106	78	235	139	10	4	125	56	205	95	1331	785	2012	1157
Special/Unclassified	179	54	170	109	7	3	95	56	61	37	1872	2071	2384	2330
Interns	18	2	19	4	1	0	12	3	14	2	617	215	681	226
Academic post-M.A./M.Div. programs														
S.T.M./Th.M.	263	28	35	8	0	0	98	8	10	0	645	135	1051	179
Th.D./S.T.D.	96	12	14	2	1	1	23	2	7	1	298	103	439	121
Ph.D.	223	52	50	27	4	1	82	25	28	10	1422	644	1809	759
Total	2843	772	2679	1282	101	46	1645	420	1118	372	31358	13634	39744	16526

Table 2.23

Denomination Affiliation of Current Enrollment

Denomination	First Professional Schools	First Professional Count	All Others Schools	All Others Count	Number of Schools With These Students
Adventists, Seventh-Day	12	261	33	213	38
Advent Christian Church	4	7	7	9	9
Anglican Church of Canada	15	240	23	178	30
Assemblies of God	55	406	54	452	72
American Bapt. Churches in the USA	64	687	66	528	81
Bapt. Conven. of Ontario and Quebec	9	91	10	81	11
Baptist General Conference	25	181	27	224	34
Baptist Miss. Assoc. of America	17	137	9	120	18
Bapt. Union of Western Canada	6	22	8	29	10
Conserv. Bapt. Assoc. of America	15	121	16	159	20
Gen. Baptist State Conv., N.C.	4	35	5	58	8
Independent Baptist	33	256	30	298	45
National Baptist Convention	39	288	41	285	52
North American Baptist Conference	14	74	19	76	21
Seventh Day Baptist Gen. Conference	3	3	2	3	3
Southern Baptist Convention	56	4197	64	6053	77
Union d'Eglises Baptistes	0	0	1	2	1
United Bapt. Con. (Atlantic Prov.)	2	55	7	54	6
Brethren in Christ Church	12	28	18	39	22
Brethren Church (Ashland, Ohio)	3	9	8	29	8
Church of the Brethren	16	66	26	71	31
Christian Chs. and Chs. of Christ	25	306	25	341	33
Christian Church (Disc. of Christ)	52	340	61	289	72
Salvation Army	6	13	9	20	10
Christian and Missionary Alliance	34	264	32	324	42
Churches of Christ	26	137	32	175	44
Church of God (Anderson, Indiana)	29	106	29	95	42
Church of God (Cleveland, Tennessee)	13	147	16	83	20
Churches of God, General Conference	8	29	15	29	18
Church of God in Christ	24	59	18	38	31
Church of the Nazarene	21	301	39	266	45
Con. of Congregational Christian Chs.	20	37	25	67	32
The Episcopal Church	75	1003	92	904	104
Evangelical Church in Canada	3	47	2	29	3
Evangelical Congregational Church	5	26	8	19	9
Evangelical Covenant Church	16	145	22	61	26
Evangelical Covenant Church of America	3	18	4	39	3
Evangelical Free Church of America	21	222	29	408	35
Foursquare Gospel Church	11	57	9	64	13
Friends, Religious Society of	26	94	27	51	40
Jewish	5	8	27	83	28
Evangelical Lutheran Church	15	28	31	87	39
Evangelical Luth. Church in America	49	1479	63	931	75
Evangelical Luth. Church in Canada	2	46	5	25	4
Lutheran Church-Canada	6	32	9	26	14
The Lutheran Church-Missouri Synod	21	793	42	388	48
Wisconsin Evangelical Lutheran Synod	1	1	5	5	5
General Conference Mennonite Church	15	81	22	101	27
Mennonite Brethren Church in N.A.	10	60	15	125	16
Mennonite Church	19	71	32	122	39
Mennonite, Other	10	31	16	57	20
African Methodist Episcopal	48	221	46	126	65
African Methodist Episcopal Zion	19	58	14	38	26
Christian Methodist Episcopal	16	57	20	29	30
Free Methodist Church	16	86	18	76	27
Independent Methodist	6	7	8	14	10
United Methodist Church	93	3319	105	2111	119
Wesleyan Church	16	87	18	46	27
Moravian Church in America	9	24	13	28	18
Muslim	2	5	2	5	3
Inter-Nondenominational	41	590	42	946	49
Associate Reformed Presbyterian Ch.	5	25	7	21	8
Cumberland Presbyterian Church	6	42	11	14	12
Evangelical Presbyterian Church	0	0	1	46	1
Presbyterian Church in America	26	357	32	370	36

(continued)

Table 2.23 (continued)

Denomination Affiliation of Current Enrollment					
Denomination	First Professional Schools	Count	All Others Schools	Count	Number of Schools With These Students
Presbyterian Church in Canada	18	150	16	102	26
Presbyterian Church (U.S.A.)	90	1767	90	1841	108
Greek Orth. Archdiocese in N./S. America	8	76	17	45	20
Orthodox Church in America (Russian)	2	22	5	28	5
Orthodox, Other	8	37	14	41	18
Christian Reformed Church	21	176	29	126	34
Reformed Church, Canada	1	2	6	7	5
Reformed Church in America	22	175	26	130	31
Reformed Presbyterian	6	21	3	4	6
Roman Catholic, Canada	10	270	12	604	16
Roman Catholic, United States	95	3271	113	3682	124
Roman Catholic, Other	0	0	0	0	0
New Jerusalem, Gen. Church of	1	1	0	0	1
Swedenborgian Church, Gen. Convention of	1	6	3	4	2
Unitarian Universalist	30	224	34	115	48
United Church of Canada	19	314	26	336	35
United Church of Christ	64	618	58	557	79
Other	111	1289	144	4377	154
TOTAL	199	26393	192	29778	201

Table 2.23: Denominational Affiliation of Current Enrollment--Head Count

This table reports the denominational status of enrollees in two categories. The first is First Professional Degrees which includes all those who are enrolled in the basic 3 or 4 year first professional degree programs which in most, but not all, denominations lead to full-time ordained ministry. This category includes enrollees reported on the ATS Annual Report Forms for 1989, EF-1, page 2, columns A through 8. The category also includes interns reported on EF-1, page 4, columns E and F, where interns are reported if they are in programs under the supervision of the school and where the internship is integral to the completion of the degree program. The other category, "All Others" embraces all students enrolled in other programs whether other degrees, certificates, diploma programs, or special/unclassified. The number of schools in which students are enrolled in each category are listed in the column to the right of that category. A fourth column on the far right of the page lists the number of unduplicated schools in which students of that denomination are listed.

The number of denominations listed in the revised ATS Fact Book is more extensive than the listing provided in pre-1988 editions of the Fact Book. The editors trust that the expanded listing will better represent the diversity of membership in the Association. The purpose of a separate listing of those enrolled in first professional programs for full-time ministry, whether degree or nondegree students, is to offer the denomination as accurate an accounting as possible of the number enrolled from that denomination who would be preparing for full-time ministry. In this respect the revised edition of the ATS Fact Book for 1988-89 and 1989-90 has taken a substantial step beyond the statistics provided in earlier editions of the Fact Book.

NOTES

Table 2.29

Total Completions from Member Schools							
Year	Number Reporting	M.Div. & Interns	Th.D., STD & Ph.D.	D.Min.	Others	Total	Percent Change
1987							
1988	199	6540	334	930	4688	12492	
1989	200	6503	345	951	4848	12647	1.2%

Table 2.29: Total Completions from Member Schools

This table reports the number who have completed degree programs and were graduated from all member schools. This includes all U.S. and Canadian schools, both accredited and nonaccredited. The statistics record completions for the "number of schools reporting" for each year. Since the number of schools which reported enrollment data for each year was 202, the number actually reporting completions is close to the total. Statistics for Tables 2.29 and 2.32 are taken from the Completions form (C-1) of the ATS Annual Report Forms for fall 1988 and fall 1989. Although no completions are reported from pre-1988 editions of the Fact Book because of the lack of exact comparability with earlier data in one or the other category, the table is intended in succeeding years to offer a three year trend with regard to completions. The M.Div. category includes all those graduating with this degree as reported in C-1, page 2, columns C, D, G, and H, together with those who received the M.Div. upon completion of their internship as reported on page 4, columns E and F. The Th.D., S.T.D., and Ph.D. degree completions are reported again on C-1, page 5, columns C, D, E, and F. The Doctor of Ministry completions are reported on C-1, page 3, columns A and B. The category "others" includes all the M.A. level program and the other doctoral level program completions.

Comparable data from the ATS Fact Book for 1987-88 will be found in summary form in Tables 19 and 20, pp. 22-24. The gradual decline in the number of graduates from the M.Div. program which was first observed in 1985 has continued through 1989 with a reported decrease of 536 graduates over the five-year period, a decline of 7.6 percent. The number of Doctor of Ministry graduates has continued in the same range over the past decade varying between 950 and 1,025 per annum. As the number of enrollees in the academic doctoral level programs continues to grow year by year, so does the number of graduates. The reader may wish to compare Table 2.29 on completions with Tables 2.04a and 2.04b which report both head count and FTE enrollment in the same categories and with the same format.

Table 2.32: Completions by Degree Programs

This table reports completions by individual degree programs together with the certificate and diploma programs. Both the format as well as the program categories and degrees are parallel to those of Table 2.12 which reports both head count and FTE enrollment in the individual degree programs as well as in certificate and diploma programs. All statistics are drawn from the section on Completions (C-1) of the ATS Annual Report Forms for the fall of 1988 and of 1989. Table 2.32 follows in its listing of the categories and programs the same order as was followed by member schools in reporting these data in section C-1 which covers the full range of completions. Comparable specific data on completions by degree and nondegree programs can be found in the ATS Fact Book for 1987-88, Tables F1-5, G1-5, H1-5, pp. 102-116.

Table 2.32

Completions by Degree			
Degrees	1988	1989	1989 Percent
Professional/Academic 1 or 2 years post-baccalaureate			
M.Rel.Ed.	738	699	5.5%
M.Ch.Music	141	155	1.2%
M.A./M.A.R./M.T.S.	1599	1747	13.8%
M.A. in (Special)	702	728	5.8%
Subtotal	3180	3329	26.3%
Professional 3 years post-baccalaureate (excluding intern year)			
Nondegree Preord.	108	21	0.2%
M.Div. (S.T.B.)	5859	5757	45.5%
Subtotal	5967	5778	45.7%
Professional 4 years post-baccalaureate (excluding intern year)			
Nondegree Preord.	13	41	0.3%
M.Div. (S.T.B.)	659	672	5.3%
Subtotal	672	713	5.6%
Professional post-baccalaureate doctoral programs			
D.Min	930	951	7.5%
D.Miss.	22	17	0.1%
D.R.E./Ed.D.	40	37	0.3%
D.Sac.Mus./D.M.A.	12	9	0.1%
Subtotal	1004	1014	8.0%
Certificate and diploma programs (non-preordination only)	884	984	7.8%
Interns	22	74	0.6%
Academic post-M.A./M.Div. programs			
S.T.M./Th.M.	429	410	3.2%
Th.D./S.T.D.	80	68	0.5%
Ph.D.	254	277	2.2%
Subtotal	763	755	6.0%
Total	12492	12647	100.0%

NOTES

CHAPTER III: PERSONNEL CONPENSATION

Introduction

Chapter III consists of seven tables which report data on compensation for administrators and faculty. In prior editions of ATS Fact Book this information was contained in Tables MN, OO, SS for faculty compensation. Comparable summary data on compensation in the 1987-88 ATS Fact Book will be found in Tables 28-37, pp. 34-41. Comparable data for all of U.S. higher education can be found in the 1989-90 Fact Book on Higher Education published by the American Council on Education/Macmillan Publishing Company, New York. The revised edition of the ATS Fact Book is based on information supplied by the schools in the ATS Annual Report Forms, sections on Salary (S-1 and S-2) for administrative and faculty salaries obtaining for the academic years 1988-89 and 1989-90. The data are reported in detail for the current year 1989-90. Salaries both for administrators and of faculty are reported for the most part in categories and groupings which sound familiar and are parallel to those of prior years. Nonetheless, with the revised Annual Report Forms, a more refined and careful presentation and analysis of compensation data has become possible. Readers should keep the following in mind:

A. For administrative staff, twenty-two positions are now reported rather than eight as in former editions.

B. For faculty salaries the position of "lecturer" has been added to the earlier listings of professor, associate professor, assistant professor and instructor.

C. Salaries are compared on the basis of size of school, accredited or nonaccredited status, U. S. or Canadian location of school, highest degree level--M.Div./Th.M.; D.Min.; Ph.D./Th.D. They are also compared on the basis of denominational groupings provided the denomination sponsors four or more schools. The last table compares university/college related and independent/freestanding schools.

D. Salaries are analyzed in terms of contract salary--including contributed services, housing where provided, pension benefits, and other benefits chiefly medical. A separate comparison is made of contract salaries which include housing and those which do not.

E. The order in which salaried positions are reported is an alphabetical order determined by the computer program. To facilitate the use of these tables a copy of the glossary of administrative and faculty positions in the order used by member schools for reporting on the 1989 Annual Report Forms has been appended to this chapter. The more extensive listing of administrative positions requested in the 1988 Annual Report Forms was reduced in number for the 1989 forms. Only the 1989 listing is reported in the revised Fact Book. Several of the coded listings for 1988 provided too few responses to offer a basis for trend analysis or they proved ambiguous in designation. The 1989 Glossary List will be used for all future Fact Books.

F. The Comparative reporting of salaries by eight major geographical regions has been discontinued except for the comparison of U. S. and Canadian salaries. On further analysis of the regional categories we discovered that they have not proved that useful in establishing salary scales. Differences within each region proved far greater and more significant than the quite limited difference from one region to another. We found that schools tended to establish a "regional grouping" on a more complex basis than simple geography, with the exception of Canada and the U. S.

NOTES

Table 3.12: Trends in Total Compensation Averages--U. S. Accredited Schools

This table reports average compensation for administrators and faculty for U. S. accredited schools only. Averages are for the fall, 1988 and 1989 salaries. The percentage change from 1988 to 1989 is offered first in relation to the exact dollar amounts reported by the schools and is designated as the "nominal change." It is then offered secondly with allowance made in the percentage figure for the increase since the previous year in the Consumer Price Index (CPI) as recorded for July 1, 1989. This represents non-inflated or real dollars and is designated as the "real change." The inflation rate for 1989 was + 4.98 percent. This was subtracted from the reported "nominal change" in calculating the "real change" from the prior year.

Sources: Statistics for this report are taken from the Administrative and Faculty Salary sections (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1988 and the fall of 1989. The order of listing of administrative and salary categories is alphabetical. Readers are invited to refer to the 1989 Glossary for full-time administrators and faculty. A copy of this is appended to Chapter III for the order in which member schools reported this data. Total compensation includes the contract salary, contributed services, housing allowance (if any) or the rental value of housing provided, pension payments, and other benefits such as insurance, medical coverage, and educational allowances for children.

Comparable Data: Somewhat comparable data for prior years will be found in Tables 28 to 37 on pages 35 to 41 of the ATS Fact Book, 1987-88. The reader should note, however, that the tables from prior editions of the Fact Book include only non-Roman Catholic U. S. and Canadian schools. All statistics are reported in dollars (assumed to be equivalent) with no provision for converting Canadian to U. S. dollars or vice versa. The CPI which was used in earlier editions was only the CPI for the United States. Readers desiring to compare 1988 with 1987 may use the July 1, 1988, cost of living index. The CPI for the U. S. was + 4.13 percent; the Canadian CPI was + 3.8 percent.

More detailed tables for administrative and faculty salaries will be found in the ATS Fact Book for 1987-88. Tables NN through VV on pages 150 to 164 report data on administrative and faculty salaries according to size of school, accredited or nonaccredited membership status, relation to university, relation to clusters, racial character, denominational affiliation, geographic region, and highest level of degree offered. Note that some of these tables excluded Roman Catholic schools.

Table 3.12

Trends in Total Compensation Averages - U.S. Accredited Schools

Position	1988 Amount	1988 Number	1989 Amount	1989 Number	Nominal Change	Real Change
Academ. VP/Academ. Dean	$53,935	125	$56,684	129	5.1%	0.1%
Admissions Officer	$35,985	57	$38,979	65	8.3%	3.1%
Alumni Officer	$38,906	11	$35,853	21	-7.8%	-12.2%
Dir. of Continuing Education	$39,937	26	$42,811	30	7.2%	2.1%
Chief Executive Officer	$71,963	137	$76,086	138	5.7%	0.7%
Development Officer	$50,824	98	$55,217	101	8.6%	3.4%
Other Develop. Prof. Staff	$36,632	65	$38,751	76	5.8%	0.8%
Director of Graduate Studies	$43,748	12	$50,557	14	15.6%	10.1%
D.Min. Director	$44,708	20	$46,618	16	4.3%	-0.7%
Dean of Students	$40,447	59	$42,381	65	4.8%	-0.2%
Executive Vice President	$51,425	25	$50,563	26	-1.7%	-6.4%
Field Education Director	$38,692	55	$40,684	67	5.1%	0.1%
Chief Financial Officer	$45,703	107	$48,546	102	6.2%	1.1%
Formation Director	$34,892	20	$35,455	26	1.6%	-3.2%
Librarian	$41,856	81	$43,948	90	5.0%	-0.0%
Other Lib. Prof. Staff	$29,535	97	$31,008	108	5.0%	-0.0%
Recruitment Officer	$33,348	23	$35,889	24	7.6%	2.5%
Registrar	$29,797	66	$32,192	90	8.0%	2.9%
Director of Student Services	$39,106	17	$35,900	20	-8.2%	-12.6%
Information Systems Manager	$38,662	13	$37,280	23	-3.6%	-8.2%
Vice President of Administra.	$55,182	29	$59,704	29	8.2%	3.0%
Associate Professor	$39,382	545	$42,118	580	6.9%	1.8%
Assistant Professor	$34,017	444	$35,725	468	5.0%	-0.0%
Instructor	$27,877	108	$30,046	106	7.8%	2.7%
Lecturer	$26,060	20	$33,209	18	27.4%	21.3%
Professor	$48,575	110	$52,415	111	7.9%	2.8%
All Average	$40,681		$41,800		2.8%	-2.1%
Consumer Price Index Change					5.0%	
Net Real Change in Compensation					-2.1%	

Table 3.12a: Trends in Total Compensation Averages--Canadian Accredited Schools

This table reports average compensation for administrators and faculty for Canadian accredited schools only. Averages are for the fall of 1988 and of 1989 salaries. The percentage change from 1988 to 1989 is offered first in relation to the exact dollar amounts reported by the schools and is designated as the "nominal change." It is then offered secondly with allowance made in the percentage figure for the increase since the previous year in the Consumer Price Index for Canada (CPI) as recorded for July 1, 1989. This represents non-inflated or "real dollars" and is designated as the "real change." The inflation rate for Canada as of July 1, 1989, was + 5.4 percent. This will be subtracted from the reported "nominal change" in calculating the "real change."

Sources: Statistics for this report are taken from the administrative and faculty salary sections (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1988 and 1989. The order of listing the administrative and faculty categories is alphabetical. Readers are invited to refer to the 1989 Glossary for full-time administrators and faculty which is appended to Chapter III for the order in which member schools reported administrative and faculty data. Total compensation includes the contract salary, contributed services, housing allowance (if any) or the rental value of housing provided, coverage, and educational allowances for children.

Comparable Data: Somewhat comparable data for prior years will be found in Tables 28 to 37, pages 35-41 of the ATS Fact Book, 1987-88. The reader should note, however, that the tables include only non-Roman Catholic Canadian and U. S. schools. All statistics are reported in dollars with no provision for converting Canadian to U. S. dollars or vice versa. The CPI used was only the CPI for the United States. Readers desiring to compare 1988 with 1987 data may use the Consumer Price Index for July 1, 1988. The Consumer Price Index for Canada was + 4.13 percent; for the United States + 3.18 percent.

More detailed tables for administrative and faculty compensation will be found in the ATS Fact Book 1987-88 in Tables NN through VV, pages 150-164. Some of the tables exclude Roman Catholic schools. Data is reported according to the size of the school, accredited or nonaccredited membership status, relation to university, relation to cluster, racial character, denominational affiliation, geographic region, and highest degree level offered. Some of the tables exclude Roman Catholic schools. Data specific to Canadian schools will be found in the listing of administrative salaries for Canada as one of eight geographic regions in Table PP on page 154; faculty salaries for Canada as one of eight geographic regions will be found in Table SS on page 158.

Table 3.12a

Trends in Total Compensation Averages - Canadian Accredited Schools

Position	1988 Amount	1988 Number	1989 Amount	1989 Number	Nominal Change	Real Change
Academ. VP/Academ. Dean	$50,833	9	$59,045	7	16.2%	10.2%
Admissions Officer	$44,561	3	$46,698	3	4.8%	-0.6%
Alumni Officer		1		1	%	%
Dir. of Continuing Education	$44,072	4	$48,664	3	10.4%	4.7%
Chief Executive Officer	$65,743	20	$70,441	18	7.1%	1.6%
Development Officer	$50,924	6	$50,840	8	-0.2%	-5.3%
Director of Graduate Studies		1		1	%	%
D.Min. Director		1	$35,679	2	%	%
Dean of Students	$36,842	3	$29,681	2	-19.4%	-23.5%
Executive Vice President				1	%	%
Field Education Director	$40,185	4	$37,189	5	-7.5%	-12.2%
Chief Financial Officer	$43,703	12	$45,409	11	3.9%	-1.4%
Librarian	$40,057	10	$39,091	9	-2.4%	-7.4%
Other Lib. Prof. Staff	$24,556	4	$24,335	6	-0.9%	-6.0%
Recruitment Officer		1		1	%	%
Registrar	$34,351	7	$29,639	8	-13.7%	-18.1%
Director of Student Services				1	%	%
Information Systems Manager		1		1	%	%
Vice President of Administra.	$53,292	2	$50,724	3	-4.8%	-9.7%
Associate Professor	$47,698	61	$50,798	61	6.5%	1.0%
Assistant Professor	$39,627	43	$42,608	37	7.5%	2.0%
Instructor		1		1	%	%
Lecturer	$25,820	7	$35,269	12	36.6%	29.6%
Professor	$54,244	68	$56,272	72	3.7%	-1.6%
All Average	$43,531		$44,777		3.0%	-2.0%
Canadian Consumer Price Index Change					5.4%	
Net Real Change in Compensation					-2.0%	

NOTES

Table 3.13

Trends in Total Compensation Averages - All Nonaccredited Schools - U.S. dollars

Position	1988 Amount	1988 Number	1989 Amount	1989 Number	Nominal Change	Real Change
Academ. VP/Academ. Dean	$37,800	15	$40,393	18	6.9%	1.8%
Admissions Officer	$28,543	7	$25,509	7	-10.6%	-14.9%
Alumni Officer				1	%	%
Dir. of Continuing Education	$31,991	3	$35,266	2	10.2%	5.0%
Chief Executive Officer	$48,192	21	$53,862	19	11.8%	6.5%
Development Officer	$33,257	7	$34,841	9	4.8%	-0.2%
Other Develop. Prof. Staff	$15,418	2	$20,675	7	34.1%	27.7%
Director of Graduate Studies	$31,125	2	$34,010	2	9.3%	4.1%
Dean of Students	$38,130	4	$39,376	4	3.3%	-1.6%
Field Education Director	$21,955	2	$37,590	2	71.2%	63.0%
Chief Financial Officer	$29,601	11	$32,888	11	11.1%	5.8%
Formation Director		1		1	%	%
Librarian	$26,082	12	$26,723	14	2.5%	-2.4%
Other Lib. Prof. Staff	$17,382	3		1	%	%
Recruitment Officer	$26,666	2	$28,651	5	7.4%	2.3%
Registrar	$30,551	8	$32,215	6	5.4%	0.4%
Director of Student Services		1		1	%	%
Information Systems Manager		1			%	%
Vice President of Administra.		1		1	%	%
Associate Professor	$32,368	32	$35,704	24	10.3%	5.0%
Assistant Professor	$28,491	33	$31,078	33	9.1%	3.9%
Instructor	$22,881	6	$21,859	5	-4.5%	-9.0%
Lecturer		1	$18,017	2	%	%
Professor	$33,113	93	$36,987	78	11.7%	6.4%
All Average	$29,641		$33,390		13.0%	8.0%
Consumer Price Index Change					5.0%	
Net Real Change in Compensation					8.0%	

Table 3.13: Trends in Total Compensation Averages--All Nonaccredited Schools in U. S. Dollars

This table reports compensation averages for all nonaccredited schools, Canadian and U. S. It includes associate and candidate members. Canadian and U. S. schools are grouped together in this table because of the relatively small number of schools whose reports constitute the data base. Canadian dollars have been converted to U. S. dollars at the rate obtaining as of July 1 of each of the reporting year: for 1988, $.8124 US and for 1989, $.8412 US.

The sources of data are the salary forms (S-1 and S-2) of the ATS Annual Report Forms for 1988 and 1989. The consumer price index which was used to calculate the percentage change is the CPI for the U. S. as of July 1, 1889, which was + 4.98 percent.

Table 3.17: Compensation With and Without Housing Benefits, Salaries and Other Benefits--All Schools in U. S. Dollars

This table recognizes the variety of salary patterns for the academic year in member schools, some of which include housing benefits and others which do not. The total salary as reported is the sum of several components. The first is that of contract salary which as reported here includes any contributed services if they obtain. Contributed services are an equivalent dollar value calculated for services rendered by a person to a school for which no monetary reimbursement is accepted. They may constitute a portion or all of the equivalent contract salary which would normally be paid for a given position. Housing includes a housing allowance or the rental value of housing provided. This is not the pastor's nonreportable tax reduction for housing. The caption "Benefit" reports separately the school's contribution to pension, and then other benefits which include life insurance, medical coverage, educational benefits for dependents, auto furnished by the institution, and others paid by the institution. Each category of the components of the total salary reports the average for the number of schools reporting in that category. This presents a far better norm for comparison than Tables NN through VV of the ATS Fact Book for 1987-88, pp. 150-164, which reported the average housing benefit for all schools whether they reported such a benefit or not.

The statistics for this table derive from the school reports in the section on salaries (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1989. This table includes all schools accredited and nonaccredited, Canadian and U. S., with Canadian dollars converted to U. S. dollars at the rate obtaining on July 1 of the reporting year. The report includes all categories of administrators and of faculty in alphabetical order. The full titles of administrators and faculty are identified in the order used by the reports filed by member schools in the Glossary from the 1989 Annual Report Forms which is appended to Chapter III.

Table 3.17

Compensation with and without Housing Benefits, Salaries, and Other Benefits - All Schools in U.S. Dollars

Position	Housing Provided			Housing Not Provided		Average Benefit for	
	Number	Average Housing	Average Salary	Number	Average Salary	Pension	Other
Academ. VP/Academ. Dean	38	$7,806	$37,826	116	$46,237	$4,676	$3,697
Admissions Officer	8	$6,174	$28,832	67	$30,670	$3,390	$3,210
Alumni Officer	4	$6,325	$28,991	19	$27,649	$3,628	$2,346
Dir. of Continuing Education	7	$7,856	$31,313	28	$33,144	$4,109	$3,760
Chief Executive Officer	73	$10,173	$54,051	104	$57,217	$6,027	$4,994
Development Officer	17	$9,715	$35,736	101	$42,963	$5,336	$4,160
Other Develop. Prof. Staff	10	$6,748	$26,032	73	$29,662	$4,287	$2,900
Director of Graduate Studies	1			16	$41,978	$3,426	$4,078
D.Min. Director	2	$7,800	$31,624	16	$36,852	$5,283	$2,351
Dean of Students	20	$7,263	$30,486	51	$33,286	$3,490	$3,687
Executive Vice President	9	$4,492	$30,441	18	$45,323	$3,120	$5,138
Field Education Director	18	$5,689	$28,068	56	$32,577	$3,465	$3,634
Chief Financial Officer	16	$5,425	$40,909	108	$37,334	$4,501	$3,242
Formation Director	16	$5,512	$26,003	11	$30,943	$1,409	$3,333
Librarian	21	$7,122	$32,305	92	$32,670	$3,819	$3,187
Other Lib. Prof. Staff	2	$5,350	$19,658	113	$24,257	$3,359	$2,701
Recruitment Officer	4	$5,276	$30,572	26	$27,556	$3,351	$3,083
Registrar	8	$6,468	$24,533	96	$25,487	$3,008	$2,715
Director of Student Services	4	$6,297	$24,767	18	$30,196	$2,823	$2,636
Information Systems Manager	3	$4,900	$21,126	21	$30,697	$4,267	$2,238
Vice President of Administra.	7	$9,667	$42,968	26	$45,774	$5,571	$4,512
Associate Professor	114	$7,569	$30,283	551	$34,568	$3,589	$3,222
Assistant Professor	117	$6,426	$23,773	422	$29,371	$2,925	$2,905
Instructor	40	$6,942	$20,125	72	$24,646	$2,139	$2,102
Lecturer	5	$2,125	$24,721	27	$26,510	$2,204	$2,163
Professor	305	$8,431	$35,890	959	$41,677	$5,072	$3,785
All Average	33	$6,702	$30,441	119	$35,875	$3,740	$3,332

Table 3.18: Compensation Comparisons by Size, Accredited or Nonaccredited Status, Country, and Highest Degree--All Schools in U. S. Dollars

This table reports compensation comparisons in terms of contract salary including contributed services; contract salary plus housing; and additional benefits paid by the school. It also details the average and median contract salary, the total average salary and the 25th percentile, median and 75th percentile of the total salary where median stands for the point at which 50 percent of schools are below that point and 50 percent above. No salary is reported if there is only one person reported in a category. If only two or three are reported, the percentile distribution and median are not reported in order to protect privacy of individual salaries.

The categories which are used for comparison are those most commonly used by schools for planning purposes. They include a distribution (a) into six groups by size of school, based on reported FTE enrollment; (b) by the accredited or nonaccredited status of the school (nonaccredited includes associate and candidate members); (c) by country, i.e., Canada or U. S.; (d) highest degree offered--the Master of Divinity/Master of Theology; Doctor of Ministry; Ph.D./Th.D. Academic Doctorate. Tables 3.19 and 3.21 with comparisons by denominational groupings and by nonuniversity affiliation complement the present table by offering additional bases for comparison.

Statistics are calculated in U. S. dollars with Canadian dollars converted to U. S. dollars at the rate obtaining for July 1, 1989 ($.8412 US). The data are based on the salary section (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1989 which report salaries for the 1989-90 academic year. Somewhat comparable data may be found in the ATS Fact Book for 1987-88 in Tables NN through VV, pp. 150-164, with the restriction that many of these tables exclude non-Roman Catholic schools and that no provision is made for the conversion of Canadian dollars to U. S. dollars or vice versa.

Table 3.18

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars

	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min	Ph.D/ThD.
Academ. VP/Academ. Dean													
Number	29	45	51	16	8	5	136	18	141	13	57	45	33
Avg. Sal.	$35,628	$41,000	$45,185	$53,008	$56,965	$62,875	$45,249	$35,944	$44,535	$40,110	$37,262	$48,226	$55,340
Median Sal.	$35,975	$35,301	$43,269	$18,475	$49,500	$61,441	$44,763	$37,561	$42,154	$33,719	$37,635	$48,000	$55,000
Avg. Sal. & Hsng.	$37,299	$43,168	$47,323	$54,295	$57,890	$62,875	$47,350	$36,544	$46,638	$40,110	$39,554	$49,492	$58,010
Addl. Ben. Avg.	$5,511	$6,513	$9,438	$12,009	$11,599	$14,050	$8,972	$3,849	$8,812	$3,612	$6,201	$10,278	$12,012
Total Avg.	$42,814	$49,983	$56,634	$66,305	$69,489	$76,926	$56,275	$40,398	$55,406	$43,723	$45,642	$59,771	$70,023
25th ptle	$31,782	$41,271	$45,952	$58,836	$55,537	$72,333	$45,000	$33,719	$43,284	$32,148	$37,922	$52,923	$59,466
Median	$42,904	$51,833	$56,374	$64,805	$59,021	$75,920	$55,537	$40,948	$54,840	$40,948	$44,763	$56,662	$70,320
75th ptle	$51,342	$56,541	$64,787	$76,067	$78,343	$81,401	$65,899	$44,119	$64,787	$49,130	$54,063	$64,787	$78,343
Admissions Officer													
Number	9	20	23	13	7	3	68	[illegible]	68	7	17	30	21
Avg. Sal.	$26,627	$28,739	$31,173	$31,956	$33,747	$34,179	$31,339	$22,[illegible]1	$30,904	$26,297	$31,365	$29,767	$33,565
Median Sal.	$25,518	$26,497	$29,077	$31,000	$30,500		$30,717	$25,200	$30,000	$12,618	$28,000	$29,035	$32,694
Avg. Sal. & Hsng.	$28,166	$29,451	$31,738	$32,594	$33,747	$34,179	$32,065	$22,071	$31,630	$26,297	$32,356	$30,485	$34,088
Addl. Ben. Avg.	$6,348	$5,623	$6,759	$7,656	$6,957	$7,262	$6,926	$3,437	$6,953	$3,180	$5,857	$6,895	$7,837
Total Avg.	$34,514	$35,074	$38,497	$40,251	$40,704	$41,441	$38,993	$25,509	$38,584	$29,477	$38,213	$37,381	$41,926
25th ptle	$14,075	$29,421	$30,921	$35,089	$34,982		$34,143	$14,075	$32,737	$14,075	$34,437	$31,372	$36,163
Median	$37,864	$34,492	$36,303	$40,313	$36,335		$37,864	$28,818	$37,574	$28,818	$37,864	$35,243	$41,060
75th ptle	$40,377	$39,237	$45,629	$43,342	$38,870		$43,516	$30,492	$42,425	$37,061	$43,516	$41,045	$47,244
Alumni Officer													
Number		5	9	7	1	1	22	1	22	1	4	10	8
Avg. Sal.		$22,294	$26,425	$31,177			$28,332		$27,826		$24,530	$28,572	$29,933
Median Sal.		$21,000	$27,500	$31,065			$27,000		$26,004		$22,509	$26,539	$27,000
Avg. Sal. & Hsng.		$24,174	$27,091	$32,591			$29,482		$28,976		$24,530	$29,842	$31,508
Addl. Ben. Avg.		$3,697	$6,035	$6,550			$6,208		$6,103		$2,489	$6,671	$7,487
Total Avg.		$27,871	$33,160	$39,142			$35,704		$35,093		$27,019	$36,544	$38,995
25th ptle		$18,362	$24,359	$32,400			$26,467		$24,359		$18,362	$31,205	$24,359
Median		$22,333	$32,260	$39,729			$32,400		$32,400		$26,467	$34,984	$32,400
75th ptle		$30,989	$36,250	$40,284			$46,137		$46,137		$30,989	$46,137	$46,225
Dir. of Continuing Education													
Number	4	8	14	4	3	2	33	2	31	4	11	10	12
Avg. Sal.	$26,947	$31,842	$30,976	$33,103	$40,237	$48,951	$32,790	$32,569	$32,427	$35,496	$24,471	$35,242	$38,373
Median Sal.	$24,000	$18,828	$26,467	$29,361			$33,000		$32,388	$29,862	$21,840	$35,004	$35,031
Avg. Sal. & Hsng.	$29,713	$32,442	$32,528	$35,603	$42,703	$48,951	$34,456	$32,569	$34,201	$35,496	$26,022	$37,295	$39,823
Addl. Ben. Avg.	$4,368	$6,989	$8,290	$8,437	$10,255	$10,740	$8,183	$2,697	$8,424	$3,571	$5,047	$11,109	$8,619
Total Avg.	$34,081	$39,432	$40,819	$44,040	$52,960	$59,692	$42,640	$35,266	$42,626	$39,068	$31,070	$48,405	$48,443
25th ptle	$31,005	$21,099	$29,660	$34,579			$31,005		$31,005	$33,467	$24,624	$32,831	$36,633
Median	$31,940	$35,713	$37,065	$43,885			$39,915		$38,907	$35,713	$29,147	$46,875	$43,885
75th ptle	$33,467	$46,260	$48,273	$48,794			$48,794		$48,794	$40,834	$32,000	$51,549	$48,904

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars

	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min	Ph.D/ThD.
Chief Executive Officer													
Number	46	59	46	15	8	3	157	20	153	24	69	53	34
Avg. Sal.	$45,116	$50,894	$61,801	$67,755	$82,878	$98,692	$57,632	$42,403	$57,030	$48,783	$47,386	$61,692	$72,644
Median Sal.	$44,346	$50,000	$60,735	$69,750	$79,454		$55,796	$43,947	$52,100	$44,033	$47,214	$61,236	$69,750
Avg. Sal. & Hsng.	$48,349	$55,846	$66,259	$71,748	$86,565	$101,092	$62,116	$44,330	$61,686	$50,038	$52,027	$65,621	$77,513
Addl. Ben. Avg.	$8,807	$8,633	$13,4[illegible]	$14,578	$17,105	$20,566	$11,554	$6,839	$11,791	$6,118	$7,283	$14,069	$16,395
Total Avg.	$57,222	$64,480	$79,699	$86,326	$103,671	$121,659	$73,685	$51,169	$73,491	$56,157	$59,383	$79,634	$93,909
25th ptle	$46,000	$53,405	$60,832	$64,102	$76,692		$54,258	$43,440	$53,405	$45,677	$47,801	$64,102	$77,098
Median	$53,010	$64,117	$77,098	$91,523	$95,268		$71,700	$52,872	$71,220	$54,258	$55,058	$79,265	$96,105
75th ptle	$63,780	$76,366	$96,105	$100,899	$113,209		$89,825	$60,049	$89,220	$59,341	$65,565	$89,220	$106,178
Development Officer													
Number	17	38	36	15	9	3	109	9	108	10	34	43	31
Avg. Sal.	$33,402	$39,656	$43,227	$46,293	$49,862	$57,574	$42,790	$31,410	$42,419	$36,553	$37,089	$42,720	$49,500
Median Sal.	$33,000	$37,618	$41,112	$44,100	$49,092		$41,500	$33,072	$39,770	$33,059	$37,528	$41,667	$45,700
Avg. Sal. & Hsng.	$37,299	$40,279	$44,617	$47,811	$50,128	$57,574	$44,305	$31,410	$43,948	$36,553	$38,707	$43,916	$51,125
Addl. Ben. Avg.	$7,339	$7,799	$10,337	$11,182	$13,128	$13,809	$9,997	$3,431	$10,034	$3,690	$7,468	$10,280	$12,483
Total Avg.	$44,639	$48,079	$54,955	$58,994	$63,257	$71,384	$54,303	$34,841	$53,983	$40,243	$46,177	$54,197	$63,609
25th ptle	$32,989	$38,552	$44,583	$47,363	$56,014		$44,673	$29,390	$43,984	$35,133	$39,825	$45,934	$53,478
Median	$45,510	$46,680	$52,584	$60,803	$63,128		$52,926	$34,624	$52,926	$38,178	$46,573	$52,926	$63,294
75th ptle	$52,238	$58,023	$60,583	$65,560	$69,038		$62,770	$39,080	$62,770	$46,573	$54,113	$62,012	$70,504
Other Develop. Prof. Staff													
Number	13	18	29	12	3	8	76	7	80	3	13	30	33
Avg. Sal.	$22,073	$27,749	$29,813	$34,129	$40,308	$30,523	$30,215	$18,475	$29,390	$24,810	$25,128	$30,320	$32,123
Median Sal.	$22,944	$25,831	$29,540	$30,717		$31,857	$30,000	$15,500	$28,670		$25,000	$30,717	$32,000
Avg. Sal. & Hsng.	$22,719	$28,874	$30,352	$36,062	$40,308	$30,523	$31,103	$18,475	$30,233	$24,810	$26,615	$30,951	$33,007
Addl. Ben. Avg.	$4,220	$6,874	$8,172	$8,367	$9,134	$6,651	$7,647	$2,199	$7,36[illegible]	$2,416	$6,107	$7,977	$7,954
Total Avg.	$26,939	$35,749	$38,524	$44,430	$49,442	$37,174	$38,751	$20,675	$37,601	$27,227	$32,723	$38,929	$40,963
25th ptle	$15,001	$29,161	$33,184	$35,244		$31,253	$32,111	$14,981	$31,253		$26,171	$32,812	$33,994
Median	$32,000	$35,632	$39,920	$41,422		$39,126	$38,235	$17,500	$37,707		$33,939	$39,920	$40,765
75th ptle	$36,631	$40,688	$44,655	$52,469		$43,059	$44,227	$19,023	$43,814		$37,200	$46,330	$45,266
Director of Graduate Studies													
Number	3	1	4	4	5		15	2	15	2	1	6	8
Avg. Sal.	$25,373		$39,682	$48,482	$43,950		$43,361	$30,259	$41,267	$45,962		$44,402	$46,050
Median Sal.			$24,835	$28,763	$40,550		$40,550		$38,200			$35,004	$40,550
Avg. Sal. & Hsng.	$25,373		$39,682	$50,982	$43,950		$44,027	$30,259	$41,933	$45,962		$44,402	$47,300
Addl. Ben. Avg.	$2,500		$8,233	$12,909	$5,043		$8,005	$3,750	$7,722	$5,877		$10,050	$7,473
Total Avg.	$27,873		$47,915	$63,892	$48,993		$52,033	$34,010	$49,656	$51,840		$54,452	$54,774
25th ptle			$32,928	$37,657	$38,315		$38,315		$37,657			$37,657	$42,728
Median			$42,005	$58,465	$49,070		$54,429		$49,070			$42,005	$55,669
75th ptle			$54,429	$62,048	$55,669		$59,187		$58,465			$62,300	$59,187

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min	Ph.D/ThD.
D.Min. Director													
Number	1	3	8	3	3		18		16	2	2	11	5
Avg. Sal.		$26,116	$38,178	$40,453	$42,252		$36,27[illegible]		$37,339	$27,730	$21,944	$36,716	$41,023
Median Sal.			$32,928				$35,38[illegible]		$38,000			$35,385	$40,360
Avg. Sal. & Hsng.		$29,116	$38,178	$42,653	$42,252		$37,137		$38,314	$27,730	$26,444	$36,716	$42,343
Addl. Ben. Avg.		$2,598	$9,356	$8,651	$9,609		$7,634		$8,303	$2,282	$1,615	$7,906	$9,445
Total Avg.		$31,715	$47,534	$51,305	$51,861		$44,773		$46,618	$30,013	$28,059	$44,623	$51,789
25th ptle			$37,128				$35,119		$37,128			$34,312	$39,284
Median			$44,375				$44,375		$45,600			$44,375	$51,756
75th ptle			$50,572				$51,756		$51,756			$50,555	$57,760
Dean of Students													
Number	12	22	20	10	6	1	67	4	69	2	22	27	18
Avg. Sal.	$28,791	$29,473	$32,745	$39,097	$37,600		$32,395	$34,208	$32,784	$22,625	$26,644	$35,073	$35,410
Median Sal.	$25,858	$24,690	$32,004	$36,414	$37,634		$32,241	$31,440	$32,004		$25,200	$35,870	$34,000
Avg. Sal. & Hsng.	$30,941	$31,338	$35,736	$40,457	$38,433		$34,536	$34,658	$34,389	$22,625	$28,606	$36,793	$38,401
Addl. Ben. Avg.	$7,223	$5,978	$7,160	$9,404	$7,183		$7,324	$4,718	$7,317	$2,342	$5,815	$7,654	$8,674
Total Avg.	$38,165	$37,316	$42,921	$49,862	$45,617		$41,869	$39,376	$42,214	$24,966	$34,444	$44,447	$47,076
25th ptle	$26,982	$29,475	$36,537	$41,874	$38,368		$32,316	$28,617	$32,890		$26,337	$38,405	$38,368
Median	$37,155	$33,492	$42,090	$49,279	$41,948		$41,948	$40,248	$42,001		$31,310	$43,558	$46,771
75th ptle	$46,636	$42,936	$47,448	$58,515	$46,868		$48,825	$42,004	$48,825		$42,001	$49,734	$53,015
Executive Vice President													
Number	5	8	8	2	2	2	27		26	1	12	10	5
Avg. Sal.	$29,352	$39,650	$35,036	$56,205	$47,527	$69,037	$40,362		$40,517		$28,267	$45,004	$60,107
Median Sal.	$26,210	$26,211	$30,921				$40,047		$40,047		$26,982	$44,004	$66,674
Avg. Sal. & Hsng.	$31,392	$40,350	$37,815	$56,205	$48,727	$69,037	$41,859		$42,072		$30,686	$45,904	$60,587
Addl. Ben. Avg.	$5,328	$4,605	$10,003	$15,160	$10,394	$14,176	$8,258		$8,491		$4,730	$9,601	$14,040
Total Avg.	$36,721	$44,956	$47,819	$71,365	$59,121	$83,213	$50,118		$50,563		$35,417	$55,506	$74,628
25th ptle	$26,982	$32,500	$34,740				$36,249		$36,249		$29,038	$42,910	$54,688
Median	$36,249	$38,555	$42,910				$43,558		$43,558		$34,740	$52,805	$82,350
75th ptle	$42,651	$44,778	$52,805				$58,590		$63,554		$40,500	$70,947	$84,076
Field Education Director													
Number	7	24	27	11	5		72	2	68	6	31	22	18
Avg. Sal.	$24,697	$27,920	$33,480	$35,534	$38,352		$31,405	$34,178	$31,662	$29,425	$25,739	$35,667	$35,837
Median Sal.	$27,338	$27,723	$32,577	$33,882	$41,000		$31,205		$30,503	$28,655	$26,963	$33,200	$36,000
Avg. Sal. & Hsng.	$24,697	$29,354	$35,630	$36,434	$38,352		$32,827	$34,178	$33,167	$29,425	$27,146	$36,855	$37,092
Addl. Ben. Avg.	$6,384	$4,465	$8,828	$8,915	$7,429		$7,202	$3,412	$7,402	$3,674	$4,970	$9,465	$8,250
Total Avg.	$31,081	$33,904	$44,255	$45,350	$45,781		$39,982	$37,590	$40,519	$33,098	$32,004	$46,321	$45,342
25th ptle	$24,984	$27,520	$35,054	$39,273	$32,373		$31,027		$31,100	$27,476	$27,000	$39,324	$33,696
Median	$33,000	$31,033	$42,422	$42,962	$46,372		$38,923		$39,273	$30,533	$31,033	$42,493	$45,657
75th ptle	$34,459	$38,923	$52,767	$47,597	$49,277		$46,372		$47,597	$35,872	$35,054	$52,767	$53,206

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars

	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min	Ph.D/ThD.
Chief Financial Officer													
Number	26	45	31	12	7	3	113	11	110	14	44	43	25
Avg. Sal.	$29,186	$34,993	$42,546	$42,058	$54,433	$49,481	$38,716	$28,339	$38,410	$32,962	$32,968	$40,143	$47,079
Median Sal.	$28,236	$33,648	$42,800	$39,160	$49,356		$37,800	$26,263	$36,700	$29,442	$33,000	$40,386	$46,518
Avg. Sal. & Hsng.	$30,062	$35,661	$42,758	$43,716	$55,490	$49,481	$39,404	$29,157	$39,199	$32,962	$33,802	$40,484	$48,135
Addl. Ben. Avg.	$5,573	$6,212	$9,094	$10,427	$12,649	$13,377	$8,134	$3,730	$8,302	$3,348	$5,127	$9,334	$11,622
Total Avg.	$35,636	$41,874	$51,889	$54,143	$68,140	$62,859	$47,548	$32,888	$47,512	$36,311	$38,930	$49,822	$59,797
25th ptle	$28,386	$30,632	$43,556	$43,203	$55,948		$35,518	$28,222	$33,470	$30,914	$31,000	$43,556	$45,126
Median	$33,257	$39,822	$52,947	$54,917	$62,352		$46,190	$30,914	$46,217	$35,518	$38,354	$50,591	$59,340
75th ptle	$41,995	$50,017	$59,475	$60,497	$65,878		$57,374	$32,000	$57,761	$39,822	$45,884	$57,919	$65,878
Formation Director													
Number	5	17	5				26	1	27		20	5	1
Avg. Sal.	$33,262	$28,610	$20,749				$27,312		$28,015		$26,160	$31,559	
Median Sal.	$29,000	$28,000	$19,120				$27,388		$28,000		$27,353	$31,033	
Avg. Sal. & Hsng.	$35,302	$31,499	$26,523				$30,634		$31,281		$30,359	$32,039	
Addl. Ben. Avg.	$3,372	$4,022	$8,562				$4,819		$4,742		$4,096	$6,603	
Total Avg.	$38,674	$35,522	$35,085				$35,455		$36,025		$34,456	$38,644	
25th ptle	$34,459	$30,000	$32,410				$32,926		$32,926		$31,209	$34,897	
Median	$35,840	$35,268	$33,001				$35,268		$35,840		$35,032	$35,268	
75th ptle	$36,389	$39,021	$37,741				$38,559		$38,559		$37,741	$42,580	
Librarian													
Number	22	33	32	13	10	3	99	14	100	13	37	36	26
Avg. Sal.	$23,693	$31,031	$34,197	$42,521	$36,698	$41,564	$33,893	$23,473	$33,381	$26,608	$28,386	$34,978	$40,227
Median Sal.	$22,850	$30,000	$33,001	$38,650	$32,004		$33,709	$22,800	$30,120	$21,871	$29,120	$35,301	$37,800
Avg. Sal. & Hsng.	$25,156	$32,690	$35,550	$43,436	$37,438	$41,564	$35,403	$23,473	$34,876	$26,608	$29,615	$36,972	$41,467
Addl. Ben. Avg.	$4,162	$6,372	$7,618	$10,326	$8,282	$9,700	$7,538	$3,250	$7,525	$3,017	$4,839	$8,490	$10,060
Total Avg.	$29,319	$39,063	$43,169	$53,763	$45,639	$51,265	$42,934	$26,723	$42,395	$29,626	$34,455	$45,464	$51,497
25th ptle	$22,630	$32,514	$32,543	$42,303	$30,926		$32,805	$22,529	$32,132	$22,529	$29,183	$33,870	$41,280
Median	$29,183	$36,666	$40,960	$50,482	$38,339		$40,315	$27,054	$40,039	$32,910	$34,134	$42,493	$50,178
75th ptle	$34,134	$43,869	$47,981	$56,025	$50,664		$50,178	$30,953	$50,178	$36,420	$39,427	$52,533	$61,011
Other Lib. Prof. Staff													
Number	6	26	28	32	6	17	114	1	109	6	22	42	50
Avg. Sal.	$17,755	$20,699	$24,284	$26,894	$31,822	$23,773	$24,257		$24,463	$18,974	$18,960	$22,496	$28,067
Median Sal.	$12,601	$19,953	$22,700	$25,000	$26,265	$22,849	$22,849		$23,262	$19,953	$19,280	$22,490	$28,380
Avg. Sal. & Hsng.	$17,755	$20,918	$24,284	$27,050	$31,822	$23,773	$24,350		$24,561	$18,974	$19,219	$22,496	$28,167
Addl. Ben. Avg.	$4,134	$4,720	$6,024	$6,551	$7,251	$7,510	$6,102		$6,312	$1,495	$4,057	$5,877	$7,190
Total Avg.	$21,889	$25,639	$30,273	$33,601	$39,573	$31,283	$30,471		$30,892	$20,470	$23,276	$28,373	$35,398
25th ptle	$13,869	$22,446	$24,412	$27,356	$33,927	$25,094	$24,412		$24,759	$13,869	$19,916	$23,853	$28,944
Median	$23,459	$23,975	$29,120	$32,450	$38,303	$30,156	$29,121		$29,188	$22,700	$23,801	$27,591	$35,234
75th ptle	$29,179	$29,121	$34,788	$40,475	$42,090	$36,791	$36,676		$36,791	$23,853	$28,300	$30,935	$40,481

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars

	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min	Ph.D/ThD.
Recruitment Officer													
Number	8	10	5	4	2	1	25	5	28	2	9	12	4
Avg. Sal.	$29,476	$23,049	$31,131	$30,784	$30,978		$28,584	$24,828	$27,710	$31,431	$26,375	$29,015	$32,262
Median Sal.	$27,709	$23,350	$28,620	$30,000			$26,749	$27,709	$26,000		$25,272	$28,620	$31,695
Avg. Sal. & Hsng.	$30,689	$23,529	$31,131	$32,434	$30,978		$29,356	$25,188	$28,181	$35,384	$27,253	$29,415	$33,912
Addl. Ben. Avg.	$5,767	$6,170	$6,349	$8,768	$6,749		$7,030	$3,462	$6,548	$4,854	$6,120	$7,717	$7,016
Total Avg.	$36,457	$29,700	$31,300	$41,203	$37,727		$35,151	$28,651	$33,627	$40,239	$33,373	$34,558	$40,929
25th ptle	$28,432	$20,860	$3,422	$35,315			$26,789	$16,522	$26,789		$23,321	$33,354	$24,259
Median	$32,145	$30,312	$33,354	$37,924			$36,270	$32,145	$33,659		$29,857	$36,270	$36,604
75th ptle	$33,659	$36,283	$41,309	$39,915			$41,309	$32,497	$38,160		$36,283	$39,915	$51,195
Registrar													
Number	16	34	33	13	6	2	98	6	96	8	37	37	23
Avg. Sal.	$21,892	$22,766	$27,127	$27,900	$33,171	$30,900	$25,280	$27,589	$25,662	$22,428	$23,033	$25,738	$28,296
Median Sal.	$23,700	$22,511	$24,500	$28,691	$31,500		$24,386	$24,500	$24,204	$24,382	$22,882	$24,204	$27,316
Avg. Sal. & Hsng.	$22,558	$23,785	$27,248	$27,900	$33,571	$30,900	$25,808	$27,589	$26,201	$22,428	$23,710	$26,170	$28,400
Addl. Ben. Avg.	$5,352	$4,468	$6,407	$6,037	$8,779	$7,571	$5,791	$4,625	$5,992	$2,503	$4,409	$6,538	$6,810
Total Avg.	$27,912	$27,237	$33,655	$33,937	$42,350	$38,472	$31,247	$32,215	$31,834	$24,932	$28,121	$31,775	$35,211
25th ptle	$19,923	$22,009	$26,462	$27,117	$32,834		$25,000	$26,951	$25,540	$22,532	$22,009	$26,308	$28,477
Median	$26,951	$26,249	$30,945	$35,171	$40,294		$30,512	$30,611	$30,945	$26,062	$26,040	$30,945	$33,939
75th ptle	$31,053	$33,479	$39,031	$37,350	$45,937		$36,230	$35,511	$36,553	$28,477	$31,567	$35,594	$39,676
Director of Student Services													
Number	1	8	7	3	1	2	21	1	20	2	7	6	7
Avg. Sal.		$25,923	$26,287	$30,632		$37,857	$29,528		$28,902	$32,283	$25,832	$27,699	$35,848
Median Sal.		$22,507	$26,136				$26,780		$24,000		$24,000	$26,136	$33,565
Avg. Sal. & Hsng.		$28,659	$26,287	$31,732		$37,857	$30,727		$30,161	$32,283	$26,399	$28,249	$37,226
Addl. Ben. Avg.		$4,453	$4,577	$6,160		$10,645	$5,620		$5,738	$2,674	$3,779	$5,163	$7,826
Total Avg.		$33,113	$30,864	$37,892		$48,503	$36,348		$35,900	$34,958	$30,179	$33,412	$45,053
25th ptle		$24,605	$23,745				$25,770		$25,770		$24,544	$24,803	$32,868
Median		$30,000	$31,363				$33,381		$32,868		$30,000	$31,363	$42,415
75th ptle		$36,217	$32,726				$42,415		$40,490		$33,381	$40,320	$42,871
Information Systems Manager													
Number		9	8	3	5	3	24		23	1	4	8	11
Avg. Sal.		$19,326	$30,084	$33,628	$31,483	$37,469	$29,500		$29,942		$19,836	$32,424	$32,560
Median Sal.		$19,997	$26,880		$32,800		$30,633		$30,633		$19,347	$33,852	$32,800
Avg. Sal. & Hsng.		$20,466	$30,084	$33,628	$32,803	$38,269	$30,112		$30,581		$21,261	$32,424	$33,378
Addl. Ben. Avg.		$1,938	$7,244	$6,681	$7,695	$9,992	$6,505		$6,698		$2,516	$7,201	$7,966
Total Avg.		$22,404	$37,328	$40,309	$40,499	$48,262	$36,619		$37,280		$23,777	$39,625	$41,344
25th ptle		$11,959	$28,653		$30,553		$28,653		$30,553		$16,320	$28,653	$34,956
Median		$24,873	$34,609		$41,395		$37,946		$38,146		$21,417	$42,975	$41,395
75th ptle		$26,372	$43,355		$42,402		$43,355		$43,355		$24,873	$43,355	$46,467

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars

	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min	Ph.D/ThD.
Vice President of Administra.													
Number	5	9	13	5		1	32	1	29	4	9	16	7
Avg. Sal.	$33,575	$41,439	$48,097	$52,162			$45,647		$46,350	$36,689	$38,458	$44,888	$56,626
Median Sal.	$34,192	$34,896	$42,240	$54,500			$41,500		$41,730	$30,185	$40,156	$39,000	$58,800
Avg. Sal. & Hsng.	$34,415	$42,772	$51,779	$52,882			$47,761		$48,683	$36,689	$39,681	$46,776	$60,403
Addl. Ben. Avg.	$6,353	$7,700	$12,071	$12,042			$10,345		$11,021	$3,288	$5,547	$11,403	$14,094
Total Avg.	$40,769	$50,472	$63,851	$64,925			$58,107		$59,704	$39,978	$45,229	$58,180	$74,498
25th ptle	$31,907	$34,492	$49,225	$47,811			$44,616		$46,697	$31,907	$42,904	$44,616	$65,115
Median	$42,904	$48,260	$61,504	$67,283			$52,191		$52,584	$34,492	$46,697	$52,497	$68,542
75th ptle	$43,098	$52,180	$74,254	$68,542			$68,685		$72,775	$44,452	$49,062	$72,775	$78,563
Associate Professor													
Number	70	184	214	76	68	53	641	24	600	65	183	205	251
Avg. Sal.	$34,020	$32,114	$34,244	$35,115	$35,887	$33,425	$33,930	$31,242	$33,356	$38,237	$31,548	$33,424	$36,139
Median Sal.	$33,730	$31,800	$33,150	$34,040	$35,000	$34,528	$33,700	$30,340	$32,861	$37,979	$31,686	$33,440	$35,101
Avg. Sal. & Hsng.	$34,852	$33,759	$34,991	$35,922	$36,566	$37,845	$35,266	$31,492	$34,731	$38,818	$32,519	$34,434	$37,953
Addl. Ben. Avg.	$6,340	$5,801	$6,425	$7,451	$8,313	$9,661	$6,909	$4,211	$7,117	$3,997	$4,833	$7,663	$7,807
Total Avg.	$41,193	$39,561	$41,417	$43,374	$44,880	$47,507	$42,177	$35,704	$41,848	$42,816	$37,353	$42,098	$45,761
25th ptle	$35,500	$34,044	$35,308	$39,178	$38,388	$40,909	$36,925	$30,615	$36,593	$36,841	$32,317	$37,105	$40,195
Median	$41,095	$38,842	$40,371	$42,885	$43,438	$44,167	$41,912	$34,669	$41,359	$43,519	$37,300	$42,051	$44,798
75th ptle	$46,726	$44,104	$47,341	$45,969	$46,800	$48,662	$46,726	$40,502	$46,200	$49,129	$41,997	$45,938	$49,129
Assistant Professor													
Number	84	119	170	56	60	50	506	33	493	46	157	137	206
Avg. Sal.	$27,677	$26,220	$28,103	$29,371	$31,469	$28,413	$28,246	$26,779	$27,963	$30,219	$24,973	$28,670	$30,600
Median Sal.	$27,763	$25,500	$27,916	$29,852	$30,700	$28,821	$28,450	$25,467	$27,700	$29,513	$27,243	$28,000	$30,400
Avg. Sal. & Hsng.	$29,221	$27,991	$29,495	$30,478	$31,849	$30,210	$29,724	$26,888	$29,462	$30,491	$26,879	$29,809	$31,781
Addl. Ben. Avg.	$5,055	$4,321	$6,155	$6,344	$7,516	$7,029	$5,938	$4,189	$6,057	$3,405	$4,200	$6,784	$6,683
Total Avg.	$34,277	$32,313	$35,650	$36,842	$39,365	$37,240	$35,665	$31,078	$35,523	$33,897	$31,080	$36,602	$38,465
25th ptle	$30,181	$27,703	$30,405	$32,286	$34,804	$32,914	$30,885	$26,405	$30,798	$28,324	$27,125	$31,632	$33,995
Median	$34,588	$31,833	$34,907	$37,194	$37,945	$35,973	$35,564	$30,979	$35,390	$35,104	$31,580	$36,277	$37,698
75th ptle	$38,759	$37,103	$40,520	$40,324	$45,083	$39,137	$39,782	$33,316	$39,696	$38,759	$35,510	$40,474	$41,431
Instructor													
Number	20	37	35	6	7	7	107	5	110	2	44	31	32
Avg. Sal.	$23,614	$20,988	$24,794	$25,392	$20,390	$23,971	$23,145	$20,601	$22,959	$27,029	$20,594	$24,520	$25,321
Median Sal.	$20,000	$20,896	$22,139	$24,970	$18,000	$23,883	$22,600	$20,119	$22,129		$20,896	$22,771	$24,979
Avg. Sal. & Hsng.	$25,904	$23,741	$28,139	$25,392	$20,390	$25,813	$25,740	$20,601	$25,483	$27,029	$23,764	$27,739	$26,520
Addl. Ben. Avg.	$4,539	$3,803	$3,841	$4,720	$4,204	$7,339	$4,381	$1,258	$4,254	$3,568	$4,026	$3,663	$5,565
Total Avg.	$30,444	$27,545	$31,968	$30,112	$24,594	$33,154	$30,117	$21,859	$29,733	$30,598	$27,790	$31,402	$32,072
25th ptle	$24,983	$22,870	$29,826	$25,220	$16,438	$31,406	$26,779	$10,908	$26,087		$22,870	$29,140	$29,425
Median	$33,010	$27,549	$30,019	$28,604	$21,525	$31,561	$30,019	$20,375	$30,019		$28,054	$30,019	$31,960
75th ptle	$37,230	$31,262	$35,507	$31,960	$26,405	$34,686	$33,680	$23,027	$33,680		$33,010	$30,798	$37,062

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min	Ph.D/ThD.
Lecturer													
Number	4	13	7	7	1		30	2	19	13	13	6	11
Avg. Sal.	$24,261	$23,552	$28,977	$29,046			$26,829	$17,256	$26,465	$25,888	$29,308	$23,553	$25,687
Median Sal.	$10,908	$18,601	$26,846	$28,625			$28,625		$28,625	$25,880	$28,884	$25,950	$28,625
Avg. Sal. & Hsng.	$24,261	$24,061	$29,548	$29,046			$27,183	$17,256	$26,675	$26,397	$29,494	$24,219	$26,069
Addl. Ben. Avg.	$2,641	$3,653	$5,759	$5,916			$4,609	$760	$5,095	$3,306	$4,666	$4,396	$4,657
Total Avg.	$26,902	$27,716	$35,308	$34,962			$31,793	$18,017	$31,771	$29,705	$34,160	$28,616	$30,727
25th ptle	$5,881	$23,484	$30,500	$34,350			$29,415		$30,500	$27,053	$28,289	$17,214	$29,415
Median	$30,153	$29,415	$35,885	$34,350			$33,217		$34,350	$29,795	$33,684	$30,500	$34,350
75th ptle	$33,217	$31,680	$36,401	$34,350			$35,885		$35,885	$32,822	$36,750	$36,401	$34,350
Professor													
Number	158	262	390	198	139	117	1,186	78	1,174	90	261	401	522
Avg. Sal.	$36,322	$36,388	$40,311	$44,769	$44,784	$41,301	$40,852	$31,591	$40,398	$38,760	$36,207	$39,040	$44,597
Median Sal.	$34,210	$34,578	$39,210	$40,788	$40,700	$42,643	$40,200	$31,586	$38,450	$32,583	$35,400	$38,873	$41,800
Avg. Sal. & Hsng.	$38,039	$39,406	$42,315	$45,904	$45,832	$44,353	$42,991	$32,037	$42,505	$39,843	$38,006	$40,704	$47,246
Addl. Ben. Avg.	$6,557	$7,992	$8,710	$9,654	$10,982	$10,526	$9,115	$4,949	$9,138	$5,201	$5,741	$9,264	$10,694
Total Avg.	$44,578	$47,360	$51,029	$55,559	$56,815	$54,880	$52,097	$36,987	$51,634	$45,045	$43,737	$49,943	$57,944
25th ptle	$35,718	$39,551	$42,253	$47,126	$45,260	$49,637	$44,486	$31,257	$43,790	$35,054	$35,208	$44,049	$48,794
Median	$43,123	$47,305	$50,349	$53,242	$50,310	$54,659	$50,664	$36,906	$50,358	$44,798	$43,213	$49,527	$56,340
75th ptle	$53,461	$52,781	$59,994	$62,157	$65,824	$57,478	$58,782	$43,561	$58,496	$52,568	$50,924	$54,588	$66,600

Table 3.19: Compensation Comparisons by Denomination of School-- Groups with Four or More Schools

This table complements Table 3.18 in that it again reports compensation for administrators and for faculty for comparison purposes, but now based on the denominational affiliation of the school. Only denominations with four or more schools are listed. There are fourteen groupings--three for Canada and eleven for the U. S. Since the table distinguishes U. S. from Canadian denominational groupings, Canadian dollars are reported as Canadian and have not been converted. Schools declaring themselves as non- or interdenominational U.S.A. constitute a distinct U. S. grouping. Other small denominational school clusters are grouped as "all other."

No salary is reported if there is only one person reported in a given category. If only two or three are reported, the percentile distribution and the median are not reported in order to protect the privacy of individual salaries.

The salary information derives from the salary forms (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1989. The country and denominational affiliation are taken from the ATS school master file as reported by the schools themselves. Somewhat similar information for prior years will be found in the ATS Fact Book for 1987-88 in Tables OO and RR, pp. 152 and 157.

Table 3.19

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US Dollars									
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
Academ. VP/Academ. Dean														
Number	5	4		4	6	3	3	7	12	11	38	5		19
Avg. Sal.	$42,472	$62,159		$45,363	$52,966	$46,379	$42,900	$42,390	$52,813	$56,456	$35,657	$42,575		$51,050
Median Sal.	$40,085	$60,069		$40,000	$50,060			$44,557	$52,000	$59,000	$35,609	$43,021		$53,174
Avg. Sal. & Hsng.	$42,472	$62,159		$45,363	$54,032	$46,379	$55,746	$47,197	$55,351	$58,965	$37,599	$48,075		$52,349
Addl. Ben. Avg.	$133	$8,753		$8,884	$12,681	$9,625	$15,293	$11,918	$10,240	$13,896	$3,892	$11,261		$11,526
Total Avg.	$42,606	$70,913		$54,247	$66,714	$56,004	$71,040	$59,116	$65,591	$72,861	$41,320	$59,336		$63,875
25th ptle	$34,154	$52,448		$40,000	$56,662			$56,374	$56,541	$61,906	$35,694	$52,040		$52,805
Median	$40,085	$66,451		$50,267	$64,759			$57,903	$63,723	$74,460	$42,522	$55,086		$64,805
75th ptle	$45,301	$70,692		$60,278	$75,920			$59,975	$70,329	$76,637	$47,963	$67,067		$72,333
Admissions Officer														
Number	1	1		1	5	3	3	1	11	6	6	5		11
Avg. Sal.					$30,190	$33,050	$27,411		$34,388	$34,766	$33,563	$26,214		$29,878
Median Sal.					$30,717				$35,942	$33,220	$27,297	$26,736		$30,000
Avg. Sal. & Hsng.					$30,190	$33,050	$30,111		$34,388	$36,599	$34,063	$29,062		$29,878
Addl. Ben. Avg.					$7,566	$5,435	$9,715		$7,338	$9,900	$3,574	$7,130		$6,234
Total Avg.					$37,756	$38,485	$39,827		$41,726	$46,500	$37,637	$36,193		$36,112
25th ptle					$30,921				$35,685	$42,056	$34,437	$29,421		$29,552
Median					$36,163				$43,342	$44,406	$34,588	$35,243		$36,335
75th ptle					$40,313				$45,629	$53,555	$42,425	$41,060		$37,574
Alumni Officer														
Number				1	3		2		1	5	2			5
Avg. Sal.					$27,026		$27,054			$32,665	$20,435			$31,049
Median Sal.										$28,198				$27,000
Avg. Sal. & Hsng.					$27,026		$31,754			$35,185	$20,435			$31,049
Addl. Ben. Avg.					$7,500		$8,163			$8,931	$1,980			$5,793
Total Avg.					$34,526		$39,917			$44,117	$22,414			$35,842
25th ptle										$22,333				$30,000
Median										$46,225				$32,400
75th ptle										$46,740				$39,729
Dir. of Continuing Education														
Number	1	1			2		3	3	3	5	6			5
Avg. Sal.					$31,908		$42,421	$37,683	$35,620	$35,990	$19,250			$37,770
Median Sal.										$29,361	$18,614			$35,004
Avg. Sal. & Hsng.					$33,108		$47,664	$39,283	$35,620	$38,990	$20,250			$37,770
Addl. Ben. Avg.					$9,487		$15,937	$11,152	$8,246	$9,611	$5,633			$8,436
Total Avg.					$42,595		$63,602	$50,435	$43,866	$48,601	$25,884			$46,206
25th ptle										$29,660	$21,099			$31,005
Median										$48,273	$24,624			$42,005
75th ptle										$48,904	$29,147			$46,875

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US Dollars									
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
Chief Executive Officer														
Number	5	4		5	6	4	9	7	11	10	39	6		21
Avg. Sal.	$52,325	$67,723		$59,578	$74,749	$57,309	$56,045	$52,848	$80,249	$78,253	$46,324	$56,896		$63,780
Median Sal.	$51,600	$57,080		$61,236	$72,494	$56,238	$55,474	$55,000	$73,845	$76,122	$46,000	$59,431		$65,000
Avg. Sal. & Hsng.	$52,517	$67,723		$61,978	$81,282	$58,809	$68,169	$56,505	$83,667	$81,373	$49,973	$66,585		$68,021
Addl. Ben. Avg.	$4,140	$7,098		$14,553	$17,903	$11,847	$21,415	$12,348	$15,962	$22,127	$4,114	$12,714		$15,182
Total Avg.	$56,658	$74,822		$75,931	$99,186	$70,657	$89,919	$68,854	$99,630	$103,500	$54,140	$79,300		$83,204
25th ptle	$34,154	$55,604		$63,587	$91,523	$55,191	$65,565	$56,933	$87,744	$89,220	$46,060	$73,982		$56,280
Median	$54,300	$63,177		$74,849	$95,268	$71,220	$89,825	$70,442	$103,175	$98,723	$52,650	$76,366		$84,000
75th ptle	$61,612	$69,751		$79,920	$106,178	$77,866	$97,316	$75,850	$105,767	$101,963	$58,657	$84,127		$105,224
Development Officer														
Number		1		4	8	2	6	9	11	9	13	7		15
Avg. Sal.				$46,400	$45,383	$40,250	$47,038	$42,210	$44,737	$51,416	$36,187	$39,196		$49,145
Median Sal.				$45,103	$42,100		$41,600	$39,770	$45,000	$52,000	$37,528	$40,125		$44,100
Avg. Sal. & Hsng.				$46,400	$45,783	$40,250	$52,938	$43,165	$46,555	$53,193	$36,187	$40,053		$49,997
Addl. Ben. Avg.				$13,049	$14,655	$9,506	$16,769	$11,593	$8,167	$14,952	$6,011	$8,138		$10,764
Total Avg.				$59,450	$60,438	$49,756	$69,709	$54,759	$54,722	$68,146	$42,198	$48,192		$60,762
25th ptle				$56,306	$56,014		$59,363	$43,984	$42,722	$60,583	$31,200	$45,934		$48,860
Median				$56,803	$57,720		$66,621	$55,997	$51,824	$68,475	$45,510	$47,571		$58,572
75th ptle				$62,012	$65,560		$77,119	$59,384	$57,804	$69,057	$50,774	$50,658		$68,334
Other Develop. Prof. Staff														
Number		2		3	10		3	6	8	9	5	7		15
Avg. Sal.		$28,730		$29,948	$30,490		$29,498	$34,394	$32,146	$30,778	$24,146	$28,298		$32,271
Median Sal.					$30,717			$30,000	$27,500	$33,162	$25,000	$28,553		$30,000
Avg. Sal. & Hsng.		$28,730		$29,948	$30,490		$29,498	$35,194	$32,146	$34,022	$26,573	$30,148		$32,271
Addl. Ben. Avg.		$2,900		$8,245	$8,024		$8,666	$10,060	$7,420	$8,513	$4,508	$7,753		$7,857
Total Avg.		$31,630		$38,193	$38,515		$38,165	$45,254	$39,566	$42,536	$31,081	$37,902		$40,129
25th ptle					$32,111			$37,200	$28,763	$38,235	$26,171	$32,812		$35,454
Median					$41,422			$40,000	$35,749	$41,662	$29,855	$40,688		$37,707
75th ptle					$43,756			$52,469	$49,390	$49,206	$33,939	$41,387		$43,814
Director of Graduate Studies														
Number	1	1						1	1	2	1			2
Avg. Sal.										$42,052				$42,252
Median Sal.														
Avg. Sal. & Hsng.										$47,052				$42,252
Addl. Ben. Avg.										$11,186				$9,900
Total Avg.										$58,238				$52,152
25th ptle														
Median														
75th ptle														

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US Dollars								
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
O.Min. Director														
Number				1	1				1	6	1			3
Avg. Sal.										$44,093				$41,420
Median Sal.										$41,290				
Avg. Sal. & Hsng.										$45,193				$41,420
Addl. Ben. Avg.										$10,838				$7,883
Total Avg.										$56,031				$49,303
25th ptle										$50,552				
Median										$51,823				
75th ptle										$64,545				
Dean of Students														
Number				1	4	2	4	2	4	6	19	1		11
Avg. Sal.					$33,405	$26,000	$36,460	$40,500	$33,125	$37,243	$26,093			$36,165
Median Sal.					$32,241		$35,979		$35,000	$33,129	$25,200			$35,000
Avg. Sal. & Hsng.					$34,305	$26,000	$43,113	$40,500	$36,125	$40,743	$28,617			$37,081
Addl. Ben. Avg.					$9,466	$2,442	$12,861	$7,941	$5,091	$11,692	$3,148			$8,010
Total Avg.					$43,772	$28,442	$55,975	$48,441	$41,216	$52,436	$32,793			$45,092
25th ptle					$30,921		$44,371		$36,537	$41,763	$26,337			$37,155
Median					$41,874		$49,503		$39,213	$42,090	$31,310			$46,771
75th ptle					$49,279		$54,103		$43,461	$63,272	$34,888			$47,448
Executive Vice President														
Number					3		1	1	1		13			3
Avg. Sal.					$58,056						$30,318			$48,749
Median Sal.					$54,256						$32,500			
Avg. Sal. & Hsng.					$58,856						$33,243			$48,749
Addl. Ben. Avg.					$14,281						$4,025			$9,132
Total Avg.					$73,138						$37,269			$57,881
25th ptle											$29,038			
Median											$36,249			
75th ptle											$43,558			
Field Education Director														
Number		3		2	1	1	1	6	9	6	25			6
Avg. Sal.		$33,692		$31,288				$33,089	$39,417	$40,298	$25,050			$32,122
Median Sal.								$31,237	$37,120	$41,590	$26,500			$28,080
Avg. Sal. & Hsng.		$33,692		$31,288				$34,422	$39,417	$42,398	$26,675			$34,288
Addl. Ben. Avg.		$4,798		$8,506				$8,979	$9,268	$11,039	$4,615			$8,602
Total Avg.		$38,490		$39,795				$43,401	$48,685	$53,438	$31,151			$42,891
25th ptle								$38,047	$41,844	$53,052	$27,000			$33,696
Median								$40,000	$42,962	$53,206	$31,027			$33,696
75th ptle								$52,767	$52,105	$55,535	$34,459			$50,163

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US Dollars									
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
Chief Financial Officer														
Number	3	2		3	6	3	6	6	9	9	22	5		13
Avg. Sal.	$36,524	$38,912		$42,226	$43,597	$37,085	$42,480	$41,828	$42,552	$50,869	$33,689	$34,221		$39,937
Median Sal.					$44,427		$35,915	$44,130	$43,375	$46,943	$31,000	$34,485		$36,750
Avg. Sal. & Hsng.	$36,524	$38,912		$42,226	$43,997	$37,085	$42,480	$42,628	$42,552	$53,269	$34,711	$34,701		$40,244
Addl. Ben. Avg.	$3,191	$3,217		$11,118	$11,848	$10,518	$10,510	$12,371	$7,574	$14,059	$4,060	$8,637		$8,984
Total Avg.	$39,715	$42,129		$53,344	$55,845	$47,604	$52,990	$54,999	$50,127	$67,329	$38,772	$43,338		$49,306
25th ptle					$52,863		$38,030	$47,050	$36,855	$50,812	$29,024	$28,105		$38,670
Median					$55,111		$41,995	$57,919	$55,000	$60,230	$33,257	$44,984		$45,126
75th ptle					$63,058		$60,636	$64,465	$58,722	$75,720	$50,017	$49,914		$60,497
Formation Director														
Number						1	1			1	24			
Avg. Sal.											$27,679			
Median Sal.											$27,388			
Avg. Sal. & Hsng.											$31,353			
Addl. Ben. Avg.											$4,191			
Total Avg.											$35,545			
25th ptle											$32,410			
Median											$35,268			
75th ptle											$38,098			
Librarian														
Number	2	1		3	6	3	4	5	8	7	23	3		11
Avg. Sal.	$31,488			$34,063	$36,491	$37,043	$39,531	$37,409	$45,626	$44,253	$26,968	$33,252		$36,157
Median Sal.					$35,301		$37,450	$40,540	$37,800	$43,251	$27,002			$33,915
Avg. Sal. & Hsng.	$31,488			$38,063	$37,491	$41,443	$49,676	$39,169	$45,626	$46,538	$28,249	$33,252		$36,157
Addl. Ben. Avg.	$2,888			$10,018	$9,684	$9,638	$14,758	$11,065	$9,685	$12,503	$3,510	$7,756		$8,408
Total Avg.	$34,376			$48,081	$47,176	$51,081	$64,435	$50,234	$55,311	$59,004	$31,760	$41,008		$44,565
25th ptle					$36,247		$59,499	$33,870	$42,493	$46,924	$27,054			$29,494
Median					$48,139		$60,871	$52,533	$46,954	$53,777	$32,390			$42,303
75th ptle					$53,210		$66,387	$56,025	$55,280	$57,759	$33,536			$44,506
Other Lib. Prof. Staff														
Number	1	1		4	22	3	4	8	13	4	11	5		26
Avg. Sal.				$20,715	$23,565	$22,158	$28,160	$27,183	$22,963	$30,739	$18,304	$21,569		$28,093
Median Sal.				$18,500	$22,849		$23,540	$25,610	$22,308	$25,307	$19,606	$19,961		$29,748
Avg. Sal. & Hsng.				$20,715	$23,565	$22,158	$28,160	$27,183	$22,963	$31,989	$18,822	$21,569		$28,093
Addl. Ben. Avg.				$4,773	$7,223	$6,824	$8,908	$7,479	$5,814	$8,317	$3,814	$6,266		$6,447
Total Avg.				$25,488	$30,788	$28,982	$37,068	$34,662	$28,778	$41,056	$22,637	$27,835		$34,502
25th ptle				$20,617	$26,291		$30,141	$25,845	$21,397	$34,232	$19,916	$16,616		$28,947
Median				$24,759	$28,577		$31,890	$34,600	$27,522	$34,788	$23,601	$23,975		$37,217
75th ptle				$26,962	$36,676		$34,910	$42,090	$30,196	$40,329	$24,721	$34,301		$41,016

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US Dollars								
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
Recruitment Officer														
Number				3	3	1		2		4	5	1		3
Avg. Sal.				$28,569	$29,811			$28,225		$36,869	$29,779			$23,748
Median Sal.										$35,400	$28,049			
Avg. Sal. & Hsng.				$28,569	$29,811			$30,625		$38,519	$30,139			$23,748
Addl. Ben. Avg.				$8,602	$7,466			$8,164		$8,682	$6,284			$4,614
Total Avg.				$37,172	$37,278			$38,789		$39,476	$36,423			$28,362
25th ptle										$3,422	$26,789			
Median										$51,195	$32,497			
75th ptle										$51,630	$33,659			
Registrar														
Number	2		1	4	3	2	2	6	7	8	24	6		12
Avg. Sal.	$28,103			$25,602	$31,124	$22,926	$31,224	$27,680	$25,195	$31,027	$23,090	$19,976		$26,060
Median Sal.				$20,332				$24,914	$25,000	$24,386	$23,469	$18,000		$24,204
Avg. Sal. & Hsng.	$28,103			$25,602	$31,924	$22,926	$36,559	$28,346	$25,195	$31,027	$23,690	$21,976		$26,060
Addl. Ben. Avg.	$2,437			$8,861	$9,740	$6,325	$11,994	$8,394	$5,358	$7,287	$4,125	$6,293		$6,044
Total Avg.	$30,540			$34,464	$41,665	$29,252	$48,554	$36,741	$30,553	$38,314	$26,376	$28,269		$32,105
25th ptle				$26,845				$30,945	$27,495	$25,924	$21,152	$22,009		$27,117
Median				$28,872				$31,394	$30,512	$32,786	$25,540	$22,875		$31,005
75th ptle				$32,011				$41,048	$30,679	$44,159	$31,554	$33,939		$35,594
Director of Student Services														
Number					1		1	2	4	1	3			2
Avg. Sal.								$20,731	$29,657		$24,376			$24,633
Median Sal.									$29,000					
Avg. Sal. & Hsng.								$20,731	$29,657		$24,376			$24,633
Addl. Ben. Avg.								$4,026	$5,486		$3,041			$5,399
Total Avg.								$24,757	$35,144		$27,417			$30,033
25th ptle									$24,803					
Median									$32,868					
75th ptle									$40,490					
Information Systems Manager														
Number					4			1	1	5	3	1		5
Avg. Sal.					$32,879					$34,959	$19,999			$33,121
Median Sal.					$33,852					$38,650				$34,884
Avg. Sal. & Hsng.					$33,479					$34,959	$21,899			$33,121
Addl. Ben. Avg.					$8,647					$7,385	$2,665			$7,580
Total Avg.					$42,126					$42,344	$24,564			$40,702
25th ptle					$28,653					$26,372				$32,256
Median					$42,998					$48,618				$42,402
75th ptle					$46,467					$50,000				$42,975

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US Dollars									
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
Vice President of Administra.														
Number				2	2		3	1	2	4	4	2		7
Avg. Sal.				$43,782	$36,757		$37,800		$51,760	$56,685	$37,239	$54,550		$52,779
Median Sal.										$59,700	$34,192			$54,500
Avg. Sal. & Hsng.				$49,782	$38,557		$42,672		$51,760	$58,185	$39,992	$54,550		$55,699
Addl. Ben. Avg.				$10,808	$11,444		$13,345		$9,543	$15,416	$2,511	$12,321		$13,005
Total Avg.				$60,591	$50,001		$56,017		$61,303	$73,601	$42,504	$66,871		$68,705
25th ptle										$65,115	$31,190			$44,616
Median										$74,254	$42,904			$68,542
75th ptle										$75,608	$46,697			$78,563
Associate Professor														
Number	23	11		12	65	17	20	39	54	28	122	22		94
Avg. Sal.	$49,175	$48,269		$33,113	$31,552	$35,669	$32,265	$34,935	$38,173	$37,496	$31,826	$33,275		$34,413
Median Sal.	$53,153	$49,694		$30,823	$32,369	$37,040	$32,500	$36,000	$39,588	$35,360	$31,123	$33,808		$34,240
Avg. Sal. & Hsng.	$49,258	$48,269		$33,206	$32,315	$39,446	$37,629	$36,322	$38,958	$39,203	$32,616	$35,263		$37,106
Addl. Ben. Avg.	$3,090	$4,745		$8,996	$9,573	$7,883	$13,389	$9,277	$7,568	$10,386	$2,990	$7,719		$7,247
Total Avg.	$52,349	$53,014		$42,203	$41,889	$47,330	$51,019	$45,600	$46,527	$49,590	$35,607	$42,983		$44,354
25th ptle	$38,988	$48,404		$38,631	$39,489	$34,066	$43,842	$44,222	$40,609	$42,293	$30,100	$37,646		$37,797
Median	$58,404	$53,092		$40,294	$41,681	$48,539	$50,246	$45,558	$46,566	$46,676	$35,136	$42,633		$42,551
75th ptle	$58,404	$55,303		$44,646	$44,284	$51,474	$57,436	$47,261	$53,297	$51,172	$40,291	$46,161		$48,118
Assistant Professor														
Number	12	6		5	49	12	10	26	52	35	126	5		75
Avg. Sal.	$37,710	$41,804		$27,447	$27,594	$30,225	$27,118	$29,188	$32,782	$33,794	$24,983	$28,923		$28,081
Median Sal.	$38,615	$39,168		$27,294	$27,557	$28,710	$26,750	$30,700	$32,750	$35,779	$27,000	$28,871		$28,500
Avg. Sal. & Hsng.	$38,452	$41,804		$27,728	$28,140	$31,475	$33,726	$31,103	$33,266	$35,245	$26,830	$30,123		$29,804
Addl. Ben. Avg.	$2,244	$5,731		$6,463	$7,458	$7,756	$12,416	$8,676	$5,944	$8,973	$3,257	$8,113		$6,104
Total Avg.	$40,698	$47,536		$34,191	$35,600	$39,231	$46,142	$39,780	$39,211	$44,219	$30,088	$38,237		$35,923
25th ptle	$35,301	$43,219		$30,396	$32,758	$28,736	$40,288	$38,313	$35,467	$40,520	$25,663	$33,795		$29,813
Median	$40,301	$43,814		$34,499	$35,259	$38,084	$45,295	$38,915	$39,294	$46,505	$30,405	$37,369		$35,453
75th ptle	$44,202	$50,403		$37,359	$37,836	$40,547	$54,265	$42,586	$42,387	$46,875	$34,588	$39,370		$38,394
Instructor														
Number				1	9	1	7	2	11	4	52	2		10
Avg. Sal.					$23,692		$19,903	$29,446	$27,356	$24,712	$22,639	$23,500		$18,019
Median Sal.					$23,883		$20,000		$26,520	$21,000	$22,129			$14,700
Avg. Sal. & Hsng.					$23,692		$26,933	$31,746	$27,356	$27,712	$26,032	$26,500		$20,958
Addl. Ben. Avg.					$6,697		$7,220	$9,098	$4,655	$8,833	$2,375	$6,315		$5,373
Total Avg.					$30,389		$34,154	$40,844	$32,012	$36,545	$28,408	$32,815		$26,288
25th ptle					$28,604		$29,203		$29,627	$35,507	$24,983			$18,560
Median					$31,406		$35,280		$31,365	$36,163	$30,019			$22,870
75th ptle					$31,561		$35,391		$31,960	$36,529	$33,010			$30,381

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US Dollars										
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	LC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
Lecturer														
Number	4				2	1		2			4	1		8
Avg. Sal.	$31,140				$23,250			$29,182			$22,757			$29,165
Median Sal.	$29,412										$25,220			$28,625
Avg. Sal. & Hsng.	$31,860				$23,250			$31,182			$22,757			$29,165
Addl. Ben. Avg.	$1,618				$607			$9,718			$5,076			$5,176
Total Avg.	$33,478				$23,857			$40,900			$27,833			$34,342
25th ptle	$32,161										$5,881			$34,350
Median	$32,276										$33,684			$34,350
75th ptle	$33,630										$35,885			$34,350
Professor														
Number	14	11		24	130	19	61	89	141	101	137	38		281
Avg. Sal.	$45,026	$53,897		$38,821	$40,268	$41,308	$36,470	$38,776	$46,011	$46,058	$36,804	$35,375		$44,828
Median Sal.	$35,085	$56,396		$36,906	$41,254	$40,300	$35,565	$40,540	$45,039	$43,190	$35,241	$33,080		$40,350
Avg. Sal. & Hsng.	$45,163	$53,897		$38,906	$40,852	$42,981	$45,886	$40,683	$47,363	$49,774	$38,631	$38,843		$47,295
Addl. Ben. Avg.	$1,396	$4,834		$10,252	$10,736	$10,384	$15,936	$10,782	$9,329	$13,677	$2,902	$8,389		$8,993
Total Avg.	$46,560	$58,732		$49,159	$51,588	$53,366	$61,823	$51,467	$56,693	$63,465	$41,533	$47,233		$56,243
25th ptle	$34,756	$51,785		$44,998	$47,640	$49,458	$53,408	$48,922	$46,621	$55,993	$32,310	$39,551		$45,168
Median	$37,803	$62,492		$47,346	$52,181	$51,042	$62,484	$50,664	$53,730	$58,682	$38,320	$43,270		$54,826
75th ptle	$58,404	$63,825		$53,538	$56,272	$53,149	$70,445	$52,370	$65,629	$65,397	$48,965	$53,793		$68,250

Table 3.21: Distribution of Administrative and Faculty Compensation in Thousands, Comparing University and Nonuniversity Affiliated School

This table presents a comparison of total salary figures in thousands of dollars for university/college affiliated schools and for nonuniversity affiliated schools. The total salary here reported includes contract salary with contributed services if they obtain, housing, pension and other benefits. The comparison is made first for Canadian schools in Canadian dollars and then for U. S. schools in U. S. dollars. The school is considered university or college affiliated if it is constituted as a school or department within the structure of a larger university or college which has at least two other graduate level schools or departments. The university/independent status of all member schools is listed in Table 1.01 of Chapter I.

The data for this table derived from the section on salary (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1989. Salaries are those obtained for the 1989-90 academic year. Faculty salaries are those reported for full-time faculty, contracted on a nine/ten month or eleven/twelve month basis, regardless of the number of payment periods.

Table 3.21

Position	Canadian Schools						U.S. Schools					
	University Related			Not University Related			University Related			Not University Related		
	25th pctl	Median	75th pctl	25th pctl	Median	75th pctl	25th pctl	Median	75th pctl	25th pctl	Median	75th pctl
Distribution of Administrative Compensation in Thousands, Comparing University/Nonuniversity Affiliated Schools												
Academ. VP/Academ. Dean				$38.2	$45.3	$51.3	$51.8	$61.0	$70.3	$43.3	$54.1	$64.8
Admissions Officer				$16.7	$34.3	$44.1	$35.7	$39.2	$45.6	$32.7	$37.4	$42.1
Alumni Officer							$24.4	$30.0	$32.4	$23.5	$34.0	$46.2
Dir. of Continuing Education				$39.8	$42.5	$48.5				$29.7	$38.9	$48.9
Chief Executive Officer				$54.3	$63.2	$69.8	$58.7	$77.9	$104.4	$53.0	$70.4	$88.7
Development Officer				$41.8	$45.4	$55.4	$42.5	$46.9	$60.8	$44.6	$53.5	$62.8
Other Develop. Prof. Staff										$31.3	$37.8	$44.2
Director of Graduate Studies										$37.7	$42.7	$58.5
D.Min. Director										$37.1	$50.6	$51.8
Dean of Students							$26.3	$37.0	$47.0	$32.9	$42.0	$48.3
Executive Vice President										$36.2	$44.8	$63.6
Field Education Director				$36.3	$41.7	$42.6	$33.7	$41.8	$48.5	$31.1	$38.4	$46.4
Chief Financial Officer				$36.8	$42.2	$47.3	$36.9	$38.7	$45.1	$33.3	$47.1	$57.9
Formation Director										$32.9	$35.8	$38.6
Librarian				$26.8	$39.1	$43.3	$35.5	$68.2	$81.8	$32.1	$39.7	$48.0
Other Lib. Prof. Staff				$7.6	$27.0	$28.4	$19.0	$26.9	$40.5	$25.6	$29.2	$35.2
Recruitment Officer										$27.9	$34.7	$38.2
Registrar				$26.8	$31.0	$32.3	$27.5	$29.0	$35.2	$25.9	$31.0	$37.1
Director of Student Services										$25.8	$33.4	$40.5
Information Systems Manager										$30.6	$38.1	$43.4
Vice President of Administra.				$37.9	$41.0	$52.8				$46.7	$52.5	$68.7
Distribution of Faculty Compensation in Thousands, Comparing University/Nonuniversity Affiliated Schools												
Associate Professor	$59.4	$66.5	$70.0	$43.8	$50.8	$58.4	$43.9	$46.7	$51.5	$36.0	$40.5	$44.8
Assistant Professor	$44.3	$50.0	$50.4	$31.8	$41.2	$44.2	$31.8	$36.8	$40.4	$30.8	$34.8	$39.1
Instructor							$25.5	$30.8	$36.6	$26.4	$30.0	$33.6
Lecturer				$32.2	$35.8	$39.0	$34.4	$34.4	$34.4	$17.2	$33.7	$35.9
Professor	$82.0	$89.2	$91.1	$41.5	$52.4	$58.4	$61.0	$68.3	$72.7	$42.5	$49.2	$55.7

CHAPTER III APPENDIX:

SALARY DATA
FULL-TIME ADMINISTRATORS AND FACULTY
FALL 1990
GLOSSARY

Administrative Code. A code identifying professional staff positions in school administration.

CEXEC	Chief Executive Officer
EXCVP	Executive Vice President
VPADM	Vice President of Administration
ACDVP	Academic Vice President/Academic Dean
DEVOF	Chief Development Officer
DEVPS	Other Development Professional Staff
DGRDS	Director of Graduate Studies
DMIND	Director of D.Min. Program
DSTUD	Dean of Students
FINOF	Chief Financial Officer
RECOF	Recruitment Officer
ADSOF	Admissions Officer
REGOF	Registrar
SYSOF	Director of Information Systems
FEDOF	Director of Field Education
FORMD	Director of Formation
HDLIB	Head Librarian
LIBPS	Other Librarian Professional Staff
ALMOF	Alumni Officer
STSOF	Director of Student Services
CEDOF	Director of Continuing Education

Faculty Rank Code. The institutionally designated official title or grade of a faculty member.

LECT **Lecturer:** Faculty designated by the rank of lecturer.

INST **Instructor:** Faculty designated by the rank of instructor.

ASTP **Assistant Professor:** Faculty designated by the rank of assistant professor.

ASCP **Associate Professor:** Faculty designated by the rank of associate professor.

PROF **Professor:** Faculty designated by the rank of professor.

CHAPTER IV. FINANCES: TUITION COSTS, REVENUES AND EXPENDITURES

Introduction

This section consists of fourteen tables which provide the overall financial information for the ATS schools of theology as reported in the fall of 1988 and 1989 in the ATS Annual Report Forms. They will provide revenue and expenditures together with per-student costs for the two preceding years of 1987-88 and 1988-89 based on the audits of those years and as reported in the fall of 1988 and 1989.

These tables correspond to the areas covered in Tables AA-JJ of the 1987-88 ATS Fact Book. The tables for average tuition costs and degree program costs are printed here for the first time. Member schools have requested this additional information.

Further refinements of data on revenue and expenditures including an analysis of significant ratios are planned as the data submitted by the schools is evaluated for subsequent annual editions of the ATS Fact Book. These will include a chapter on Development covering the various sources of giving and grants which contribute significantly to the support of member schools.

Table 4.01: Tuition and Fees

The data for these tables were submitted by member schools in the ATS Annual Report Forms in the section called Institutional Characteristics (IC-1). Tuition costs and fees have not been published in previous Fact Books. They are given for the full academic year 1989-90 and are the figures published by the schools themselves, even if the school publishes a discount. This qualification is important for understanding the low tuition costs listed for some of the heavily subsidized educational programs in schools such as the Southern Baptist seminaries and some of the Roman Catholic seminaries. University related schools will generally report higher tuition costs since the divinity school of the university will most often follow the university tuition scale.

Tuition costs are listed for the principle degree programs of member schools, namely, the Master of Divinity (M.Div.) and the academic doctorates (Ph.D./Th.D.) together with the Doctor of Ministry program (D.Min.). Costs for the Master of Divinity and the academic doctorates assume a full-time student taking the normal course load. Costs for the Doctor of Ministry program are given for the entire program which is designed for a minimum of three years, each year of which will have a different level of academic concentration and correspondingly different tuition costs.

The table includes all member schools both accredited and non-accredited. Canadian costs are in Canadian dollars and U.S. schools are in U.S. dollars. The M.Div. is the basic program of preparation for full-time ministry for almost all the member theological schools. Costs for M.A. programs will generally be in the same range. The academic doctorates will be priced at a different level to reflect the substantially higher costs to the school. The D.Min. as the highest professional degree, which usually assumes that the candidate is actually engaged in ministry will have its own pattern of costs reflecting often the extent to which the school is able or willing to absorb the direct or indirect costs of the program.

Table 4.01

Tuition and Fees					
	Master of Divinity		Ph.D./Th.D. Degrees		Full Program Doctor of Ministry
	Tuition	Fees	Tuition	Fees	Tuition & Fees
Canadian Schools in Canadian Dollars					
Acadia Divinity College	$1,550	$125	$2,000	$10	$6,030
Atlantic School of Theology	$1,947	$30	$0	$0	$0
Canadian Theological Seminary	$1,360	$205	$0	$0	$6,850
Concordia Lutheran Theol. Seminary Ontario	$3,420	$48	$0	$0	$0
Edmonton Baptist Seminary	$2,700	$75	$0	$0	$0
Emmanuel College of Victoria Univ.	$1,720	$237	$2,520	$5	$4,350
Huron College Faculty of Theology	$1,292	$338	$0	$0	$0
Joint Board of Theological Colleges	$750	$25	$0	$0	$0
Knox College	$1,720	$299	$2,070	$55	$4,345
Lutheran Theological Seminary	$1,200	$50	$0	$0	$0
McGill University Faculty of Religious Studies	$0	$0	$285	$155	$0
McMaster Divinity School	$1,292	$65	$0	$0	$0
Newman Theological College	$1,500	$160	$0	$0	$0
Ontario Theological Seminary	$2,856	$150	$0	$0	$0
Queen's Theological College	$1,292	$211	$0	$0	$0
Regent College	$4,125	$265	$0	$0	$0
Regis College	$1,720	$35	$2,070	$35	$0
St. Andrew's College	$1,200	$72	$0	$0	$0
St. Augustine's Seminary of Toronto	$1,720	$120	$0	$0	$0
St. Peter's Seminary	$1,292	$300	$0	$0	$0
St. Stephen's College	$0	$0	$0	$0	$0
Toronto School of Theology	$0	$0	$0	$0	$0
Trinity College Faculty of Divinity	$1,495	$412	$1,905	$35	$4,955
University of St. Michael's College	$1,720	$250	$2,520	$0	$11,445
University of Winnipeg Faculty of Theology	$0	$0	$0	$0	$0
Vancouver School of Theology	$1,840	$15	$0	$0	$0
Waterloo Lutheran Seminary	$1,352	$105	$0	$0	$0
Winnipeg Theological Seminary	$2,700	$200	$0	$0	$0
Wycliffe College	$1,820	$208	$2,070	$235	$2,335

(continued)

Table 4.01 (continued)

Tuition and Fees					
	Master of Divinity		Ph.D./Th.D. Degrees		Full Program Doctor of Ministry
	Tuition	Fees	Tuition	Fees	Tuition & Fees
U.S. Schools in U.S. Dollars					
Alliance Theological Seminary	$4,200	$0	$0	$0	$0
American Baptist Sem. of the West	$4,500	$25	$0	$0	$0
Anderson University School of Theology	$3,470	$20	$0	$0	$0
Andover Newton Theological School	$6,660	$100	$0	$0	$7,829
Aquinas Institute of Theology	$5,220	$60	$0	$0	$0
Asbury Theological Seminary	$5,100	$20	$5,550	$20	$5,760
Ashland Theological Seminary	$3,420	$0	$0	$0	$3,700
Assemblies of God Theological Seminary	$5,220	$108	$0	$0	$0
Athenaeum of Ohio	$4,200	$100	$0	$0	$0
Austin Presbyterian Theological Seminary	$3,863	$35	$0	$0	$3,703
Azusa Pacific University Graduate School of Th	$4,560	$0	$0	$0	$0
Bangor Theological Seminary	$4,900	$121	$0	$0	$0
Baptist Missionary Association Theological Sem	$980	$60	$0	$0	$0
Bethany Theological Seminary	$3,456	$0	$0	$0	$4,400
Bethel Theological Seminary	$4,440	$285	$0	$0	$5,000
Boston University School of Theol.	$6,000	$145	$6,000	$145	$6,750
Brite Divinity School	$6,360	$754	$0	$0	$7,190
Calvin Theological Seminary	$3,312	$0	$0	$0	$0
Candler School of Theology	$6,900	$140	$6,900	$140	$0
Catholic Theological Union	$6,300	$72	$0	$0	$0
Catholic University of America	$10,150	$304	$10,150	$304	$20,908
Central Baptist Theological Sem.	$2,820	$0	$0	$0	$0
Chicago Theological Seminary	$4,050	$30	$6,075	$30	$4,600
Christ The King Seminary	$3,100	$100	$0	$0	$0
Christian Theological Seminary	$4,260	$30	$0	$0	$4,460
Church Divinity School of the Pacific	$5,600	$30	$0	$0	$0
Church of God School of Theology	$0	$0	$0	$0	$0
Cincinnati Bible Seminary	$3,450	$0	$0	$0	$0
Claremont School of Theology	$5,700	$120	$6,840	$120	$5,820
Colgate Rochester Divinity School/ Bexley Hall	$4,980	$24	$0	$0	$4,980
Columbia Biblical Seminary and Graduate School	$4,140	$115	$0	$0	$4,363
Columbia Theological Seminary	$3,696	$0	$1,848	$0	$0
Concordia Seminary	$3,600	$265	$4,140	$265	$6,375
Concordia Theological Seminary	$3,150	$195	$0	$0	$5,150
Covenant Theological Seminary	$3,300	$87	$0	$0	$3,900
Denver Conservative Baptist Sem.	$4,140	$192	$0	$0	$4,975
Desales School of Theology	$3,500	$25	$0	$0	$0
Dominican House of Studies	$1,750	$90	$0	$0	$0
Dominican School of Philosophy and Theology	$4,500	$15	$0	$0	$0
Drew University Theological School	$6,384	$192	$13,734	$342	$5,000
Duke University Divinity School	$5,880	$238	$7,680	$900	$0
Earlham School of Religion	$3,207	$0	$0	$0	$0
Eastern Baptist Theological Sem.	$4,640	$50	$0	$0	$6,400
Eastern Mennonite Seminary	$2,898	$72	$0	$0	$0
Ecen Theological Seminary	$4,185	$55	$3,240	$55	$5,040
Emmanuel School of Religion	$2,640	$160	$0	$0	$0
Episcopal Divinity School	$7,400	$0	$0	$0	$7,400
Episcopal Theol. Sem. of Southwest	$5,900	$0	$0	$0	$0
Erskine Theological Seminary	$3,050	$15	$0	$0	$4,500

(continued)

Table 4.01 (continued)

Tuition and Fees					
	Master of Divinity		Ph.D./Th.D. Degrees		Full Program Doctor of Ministry
	Tuition	Fees	Tuition	Fees	Tuition & Fees
Evangelical School of Theology	$4,500	$10	$0	$0	$0
Evangelical Seminary of Puerto Rico	$2,430	$0	$0	$0	$0
Franciscan School of Theology	$4,000	$30	$0	$0	$0
Fuller Theological Seminary	$5,513	$48	$5,460	$48	$0
Garrett-Evangelical Theo. Seminary	$4,860	$9	$12,150	$0	$4,800
General Theological Seminary	$6,800	$946	$11,000	$1,211	$0
Golden Gate Baptist Theological Seminary	$935	$43	$1,044	$20	$0
Gordon-Conwell Theological Seminary	$6,250	$0	$0	$0	$5,190
Goshen Biblical Seminary	$2,944	$0	$0	$0	$0
Graduate Theological Union	$0	$0	$7,500	$0	$0
Harding Graduate School of Religion	$3,096	$360	$0	$0	$1,296
Hartford Seminary	$0	$0	$170	$0	$0
Harvard University Divinity School	$8,630	$460	$13,085	$460	$0
Holy Cross Greek Orthodox School of Theology	$4,960	$520	$0	$0	$0
Hood Theological Seminary	$840	$92	$0	$0	$0
Houston Graduate School of Theology	$3,750	$45	$0	$0	$0
Howard University Divinity School	$2,800	$277	$2,800	$277	$6,155
Iliff School of Theology	$5,208	$10	$6,720	$0	$0
Immaculate Conception Seminary NY	$3,800	$110	$0	$0	$0
Interdenominational Theol. Center	$3,500	$120	$0	$0	$3,710
Jesuit School of Theol. at Berkeley	$4,800	$0	$0	$0	$0
Kenrick Seminary	$3,750	$70	$0	$0	$3,820
Lancaster Theological Seminary	$3,900	$120	$0	$0	$4,575
Lexington Theological Seminary	$3,300	$20	$0	$0	$3,678
Liberty Baptist Theol. Seminary	$700	$400	$0	$0	$5,370
Lincoln Christian Seminary	$1,568	$280	$0	$0	$0
Louisville Presbyterian Theological Seminary	$4,185	$37	$0	$0	$4,935
Luther Northwestern Theological Seminary	$2,500	$132	$4,500	$0	$4,380
Lutheran School of Theology at Chicago	$2,500	$0	$3,890	$0	$4,200
Lutheran Theological Southern Seminary	$2,500	$20	$0	$0	$1,500
Lutheran Theological Seminary at Gettysburg	$2,500	$36	$0	$0	$0
Lutheran Theological Seminary at Philadelphia	$2,508	$577	$0	$0	$3,240
Mary Immaculate Seminary	$3,300	$55	$0	$0	$0
Maryknoll School of Theology	$0	$0	$0	$0	$0
McCormick Theological Seminary	$4,500	$69	$0	$0	$5,115
Meadville/Lombard Theo. School	$0	$0	$0	$0	$0
Memphis Theological Seminary	$3,600	$0	$0	$0	$0
Mennonite Biblical Seminary	$2,944	$0	$0	$0	$0
Mennonite Brethren Biblical Sem.	$3,915	$165	$0	$0	$0
Methodist Theological School in Ohio	$5,220	$0	$0	$0	$0
Midwestern Baptist Theol. Seminary	$800	$0	$0	$0	$0
Moravian Theological Seminary	$5,410	$40	$0	$0	$0
Mount Angel Seminary	$1,350	$165	$0	$0	$0
Mt. St. Mary's Seminary	$5,125	$0	$0	$0	$0
Nashotah House	$5,250	$0	$0	$0	$0
Nazarene Theological Seminary	$650	$46	$0	$0	$3,428
New Brunswick Theol. Seminary	$5,440	$170	$0	$0	$0
New Orleans Baptist Theo. Seminary	$800	$50	$850	$50	$2,600
New York Theological Seminary	$2,970	$100	$0	$0	$5,200
North American Baptist Seminary	$4,200	$45	$0	$0	$6,740
North Park Theological Seminary	$4,545	$330	$0	$0	$0

(continued)

Table 4.01 (continued)

Tuition and Fees					
	Master of Divinity Tuition	Fees	Ph.D./Th.D. Degrees Tuition	Fees	Full Program Doctor of Ministry Tuition & Fees
Northern Baptist Theo. Seminary	$3,420	$60			$4,700
Notre Dame Seminary	$3,626	$4,830	$0	$0	$0
Oblate College	$3,500	$50	$0	$0	$0
Oblate School of Theology	$3,888	$155	$0	$0	$0
Oral Roberts University School of Theology	$4,500	$187	$0	$0	$4,400
Pacific Lutheran Theo. Seminary	$2,900	$15	$0	$0	$0
Pacific School of Religion	$4,700	$172	$0	$0	$5,800
Payne Theological Seminary	$2,200	$0	$0	$0	$0
Perkins School of Theology	$5,040	$1,128	$0	$0	$5,500
Phillips Graduate Seminary	$4,350	$232	$0	$0	$4,560
Pittsburgh Theological Seminary	$4,680	$24	$0	$0	$5,220
Pontifical College Josephinum	$2,739	$0	$0	$0	$0
Pope John XXIII National Seminary	$5,600	$0	$0	$0	$0
Presbyterian School of Christian Education	$4,300	$87	$4,800	$152	$0
Princeton Theological Seminary	$5,000	$680	$5,000	$680	$0
Protestant Episcopal Theological Seminary in V	$4,175	$585	$0	$0	$5,865
Reformed Presbyterian Theological Seminary	$2,100	$150	$0	$0	$0
Reformed Theological Seminary	$3,430	$70	$0	$0	$4,125
SS. Cyril & Methodius Seminary	$3,000	$215	$0	$0	$0
Sacred Heart School of Theology	$4,400	$0	$0	$0	$0
Saint Mary Seminary OH	$4,830	$360	$0	$0	$0
Saint Paul School of Theology MO	$5,850	$115	$0	$0	$3,850
Saint Paul Seminary School of Divinity MN	$7,200	$0	$0	$0	$0
Saint Vincent Seminary	$6,450	$75	$0	$0	$0
San Francisco Theological Seminary	$4,500	$0	$0	$0	$3,600
Seabury-Western Theo. Seminary	$6,400	$238	$0	$0	$0
Seattle University Institute for Theological S	$7,164	$100	$0	$0	$0
Seminary of the Immaculate Conception NJ	$5,500	$1,280	$0	$0	$4,020
Seventh-Day Adventist Theological Seminary	$0	$1,872	$9,744	$68	$9,812
Shaw Divinity School	$1,500	$0	$0	$0	$0
Southeastern Baptist Theological Seminary	$0	$0	$0	$0	$0
Southern Baptist Theological Seminary	$800	$145	$800	$145	$0
Southwestern Baptist Theological Seminary	$400	$75	$400	$75	$500
St. Bernard's Institute	$4,980	$40	$0	$0	$0
St. Charles Borromeo Seminary	$4,000	$0	$0	$0	$0
St. Francis Seminary	$4,320	$4,895	$0	$0	$0
St. John's Seminary CA	$3,600	$0	$0	$0	$0
St. John's Seminary MA	$5,500	$0	$0	$0	$0
St. John's Univ. School of Theology MN	$5,200	$80	$0	$0	$0
St. Joseph's Seminary	$700	$0	$0	$0	$0
St. Mary's Seminary and University	$5,400	$30	$0	$0	$0
St. Meinrad School of Theology	$4,328	$160	$0	$0	$0
St. Patrick's Seminary	$2,800	$50	$0	$0	$0
St. Thomas Theological Seminary	$4,560	$45	$0	$0	$0
St. Vincent De Paul Regional Seminary	$2,450	$0	$0	$0	$0
St. Vladimir's Orthodox Theological Seminary	$2,200	$100	$0	$0	$4,855
Starr King School for the Ministry	$3,800	$0	$0	$0	$0
Swedenborg School of Religion	$2,100	$0	$0	$0	$0
Talbot School of Theology	$4,948	$0	$6,156	$0	$4,210
Trinity Episcopal School for Ministry	$2,500	$268	$0	$0	$0
Trinity Evangelical Divinity School	$0	$0	$0	$0	$0

(continued)

Table 4.01 (continued)

Tuition and Fees					
	Master of Divinity		Ph.D./Th.D. Degrees		Full Program Doctor of Ministry
	Tuition	Fees	Tuition	Fees	Tuition & Fees
Trinity Lutheran Seminary	$2,500	$178	$0	$0	$3,700
Union Theological Seminary NY	$9,300	$674	$13,600	$674	$0
Union Theological Seminary in Virginia	$5,400	$840	$6,600	$0	$4,800
United Theological Seminary OH	$5,250	$60	$0	$0	$4,180
United Theological Seminary MN	$4,725	$90	$0	$0	$3,930
Univ. of the South School of Theol.	$7,000	$289	$0	$0	$4,540
University of Chicago Divinity School	$9,582	$210	$13,140	$210	$9,792
University of Dubuque Theological Seminary	$4,100	$100	$0	$0	$0
University of Notre Dame	$11,195	$35	$11,195	$35	$0
University of St. Mary of the Lake	$4,950	$25	$0	$0	$4,500
University of St. Thomas School of Theology	$5,760	$0	$0	$0	$0
Vanderbilt University Divinity School	$8,910	$151	$12,624	$121	$10,051
Virginia Union University School of Theology	$3,200	$259	$0	$0	$0
Wartburg Theological Seminary	$2,500	$50	$0	$0	$0
Washington Theological Union	$5,250	$30	$0	$0	$0
Wesley Biblical Seminary	$2,550	$60	$0	$0	$0
Wesley Theological Seminary	$5,940	$95	$0	$0	$6,130
Western Evangelical Seminary	$5,280	$0	$0	$0	$4,200
Western Theological Seminary	$3,216	$85	$0	$0	$4,020
Westminster Theological Seminary	$4,875	$20	$4,800	$20	$4,800
Weston School of Theology	$4,900	$50	$0	$0	$0
Winebrenner Theological Seminary	$3,360	$0	$0	$0	$0
Yale University Divinity School	$9,560	$312	$0	$0	$0

Average Tuition Charges and Increase (U.S. Dollars) - All Schools

	Master of Divinity			Ph.D./Th.D.			Doctor of Ministry		
	1988	1989	Increase	1988	1989	Increase	1988	1989	Increase
By FTE Enrollment									
Under 75	$3,074	$3,565	16.00%				$2,612	$4,358	66.87%
75-100	$3,382	$3,576	5.73%	$5,082	$3,271	-35.63%	$3,964	$4,346	9.63%
151-300	$3,832	$4,364	13.86%	$6,101	$7,668	25.68%	$5,244	$6,086	16.04%
301-500	$4,463	$4,825	8.10%	$7,437	$6,461	-13.11%	$4,476	$4,634	3.54%
501-1000	$3,098	$4,326	39.65%	$4,330	$5,811	34.19%	$4,037	$4,823	19.46%
Over 1000	$1,528	$2,238	46.41%	$3,451	$2,220	-35.68%			
By Univ. Relation									
University	$6,369	$6,570	3.15%	$8,067	$7,790	-3.44%	$8,243	$7,917	-3.95%
Independent	$3,172	$3,616	14.00%	$4,745	$4,632	-2.38%	$4,105	$4,675	13.88%

Table 4.05, 4.06, 4.07: Average Tuition Charges

These three tables report the average tuition charges for the same three categories of programs as were reported in Table 4.01. The distribution, however, is by the full-time equivalent enrollment (FTE) in each program for six groupings of schools increasing in size. The second distribution is between independent or free-standing schools and those which are an integral part of a university or college. The designation "university related" is reserved to those theological schools affiliated with a larger school which has at least two graduate level schools or departments. These tables include all member schools, both accredited and nonaccredited. Charges are reported in U. S. dollars with Canadian dollars converted to U. S. dollars at the rate for the reporting period as of July 1 of the reporting year.

This table is a two-year table with a report of the percentage of change from the previous year. The statistics are again taken from the ATS Annual Report Forms, the section entitled Institutional Characteristics (IC-1). It is interesting to note the higher charges of the university related schools which frequently followed the university scale. Note that the category of schools over 1,000 includes several of the major Southern Baptist schools with heavily subsidized tuition.

Table 4.08: Revenue and Expenditures
Per FTE Student

A matter of constant concern to theological school administrators and to denominational offices is the per-student cost to prepare professional leadership for the churches. These costs are normally calculated on the basis of the number of full-time equivalent students. The FTE enrollment serves as a better base than the head count enrollment which will include a varying percentage of part-time students. These part-time students have been reduced to their equivalent of full-time students according to the sum of the percentages of time which each spent in the program.

Table 4.08, 4.10, 4.14a, 4.23, 4.25, and 4.26 all report the FTE financial data either in terms of dollar costs or percentage costs by the different line items together with the total costs. Only Current Fund revenue and expenditures are reported in these tables.

Table 4.08 reports both revenue sources and expenditures per FTE student for all students, both U. S. and Canadian, accredited and non-accredited. The figures are reported in the fall 1989 Annual Report Forms, the section entitled Finance (F-1) which are based on the audited figures for the 1988-89 academic year. Please note the following:

A. Each source of revenue and each line item for expenditures is reported with the average amount for the number of schools reporting more than zero amounts (a non-zero amount) for that line. The number of schools reporting is clearly indicated.

B. Please note that the total per-student revenue and the subtotal per student educational and general expenditure together with the total per student expenditure are likewise based on the number of schools reporting. These totals are not the sum of the averages of all the average revenue and expenditure line items because the averages for the line items are based on the smaller number schools reporting non-zero amounts in each line. If the average amount for each line item were based on the total 189 schools reporting, the amount would obviously be less. In our judgment the reporting of the individual line averages for the schools reporting non-zero amounts for that line was of more interest to schools doing comparative analysis of their own revenue and costs.

These statistics are again based on the fall 1989 Finance (F-1) forms of the Annual Report Forms. Total revenue reflects F-1, Part A, Line 9. Subtotal educational and general expenditure reflects F-1, Part B, Line 14. The total expenditures reflects F-1, Part B, Line 18. Most comparisons of per-student costs are based on the FTE costs of educational and general expenditures. Most schools try to have auxiliary enterprise expenditures covered directly by revenues from their operation. For a good number of schools which do not provide residence or food services, auxiliary enterprises are not a significant expense line.

C. Revenue and expenditures are recorded in U. S. dollars. Canadian dollars have been converted to U. S. dollars as of the exchange rate obtaining as of July 1 of the reporting year. (1989)

D. The line items for revenue and expenditures follow the guidelines of the National Association of College and University Business Officers (NACUBO). With the exception that the ATS Annual Report Forms call for a separate reporting of library expenditures from the category of academic support in which it is included in the NACUBO guidelines. This has been the long-standing practice of ATS which uses this as one way of monitoring the graduate level institutions which constitute its membership. Definitions of Accreditation, 1985, published by the National Center for Higher Education Management Systems (NCHEMS) of Boulder, CO and the Council on Postsecondary Accreditation (COPA) of Washington, DC. pp. 63-71.

Table 4.08

Changes in Financial Data Per Full Time Equivalent Student (U.S. Dollars) All Schools		
	1988-89	
	Number of Schools Reporting Non-Zero Amount	Average Amount
Revenue		
Tuition and Fees	198	$3,748
Govt. Grants, Contracts, and Appropriations	58	$523
Gifts and Grants from Religious Organizations	170	$3,117
Gifts and Grants from Individuals & Others	189	$2,732
Value of Contributed Services	51	$1,991
Endowment/Investment Income	180	$3,348
Auxiliary/Ancillary Enterprises	163	$2,198
Other Sources	181	$835
Total Revenue	199	$15,560
Expenditures		
Educational and General		
Instruction & Net Acad. Support	198	$5,148
Research	29	$375
Public Service	43	$721
Library	192	$1,035
Student Services	160	$509
Admissions	117	$367
Inst. Support/Admin & Gen	196	$3,293
Op. & Maint of Plant	196	$1,529
Scholarships & Fellowships	167	$1,631
Mandatory Transfers	51	$523
Nonmandatory Transfers	84	$1,214
Subtotal: Educational and General	199	$14,199
Auxiliary/Ancillary Enterprises Expenditures	156	$2,155
Total Expenditure	199	$16,052

Table 4.10

Revenue Sources Expressed as a Percentage of Total Revenue - All Schools		
	1988	1989
Revenue		
Tuition and Fees	24.3%	24.0%
Govt. Grants, Contracts, and Appropriations	1.4%	1.1%
Gifts and Grants from Religious Organizations	18.0%	17.7%
Gifts and Grants from Individuals & Others	17.0%	17.2%
Value of Contributed Services	2.1%	2.0%
Endowment/Investment Income	19.0%	20.5%
Auxiliary/Ancillary Enterprises	12.6%	12.4%
Other Sources	5.6%	5.1%

Table 4.10: Revenue Sources Expressed as a Percentage of Total Revenue--All Schools

This table provides a distribution of revenue for each line item as a percentage of total revenue. The percentage for each line item is based on all schools, accredited and nonaccredited. Data is recorded for two years, the fall of 1988 and 1989. It represents audited financial reports for the two prior fiscal years, 1987-88 and 1988-89. Previous editions of the Fact Book provided comparable data in dollars but not in percentages. For purposes of strategic planning, the percentages of the several line items are most significant.

The reader can readily convert the percentage to dollars by multiplying the total per FTE student revenue from Table 4.08 ($ 5,560) by the percentage in each line item. The source of data for this table is the same as for Table 4.08. All data are reported in U. S. dollars with Canadian dollars converted to U. S. dollars at the rate obtaining on July 1 of 1989.

Table 4.14

Revenue Sources Expressed as a Percentage of Total Revenue - Roman Catholic and Non-Roman Catholic Schools		
	Roman Catholic	Non-Roman Catholic
Revenue		
Tuition and Fees	25.6%	23.8%
Govt. Grants, Contracts, and Appropriations	1.4%	1.1%
Gifts and Grants from Religious Organizations	18.1%	17.6%
Gifts and Grants from Individuals & Others	13.4%	17.8%
Value of Contributed Services	12.9%	0.3%
Endowment/Investment Income	10.6%	22.0%
Auxiliary/Ancillary Enterprises	12.2%	12.4%
Other Sources	5.6%	5.0%

Table 4.14: Revenue Sources as a Percentage of Total Revenue--Roman Catholic and Non-Roman Catholic Schools

This table provides a separate distribution of revenue sources for Roman Catholic theological seminaries and for Non-Roman Catholic schools. The separate tables reflect the average higher percentage of contributed services in the Roman Catholic schools and lower percentage of endowment income. Contributed services are often referred to as "living endowment." It is interesting to note that contributed services plus endowment in the Roman Catholic schools comes to almost the same percentage of revenue as endowment income in the other theological schools. The trend, however, for the past decade has been a steady decline in the percentage of contributed growth of a small percentage of contributed services in some of the other schools which benefit from the services of faculty and others who have taken retirement or from the contributed services of pastors and other professional people in the immediate area of the school. The source of the data for this table is the same as for Table 4.08.

Table 4.23

Expenditure Sources Expressed as a Percentage of Total Expenditures and Mandatory Transfers - All Schools		
	1988	1989
Expenditures		
Educational and General		
Instruction & Net Acad. Support	32.5%	32.1%
Research	0.4%	0.3%
Public Service	0.8%	1.0%
Library	6.3%	6.2%
Student Services	3.1%	2.8%
Admissions	1.5%	1.6%
Inst. Support/Admin & Gen	20.2%	20.4%
Op. & Maint of Plant	9.4%	9.5%
Scholarships & Fellowships	4.0%	4.2%
Mandatory Transfers	0.6%	1.1%
Nonmandatory Transfers	9.1%	9.3%
Subtotal: Educational and General	88.0%	88.5%
Auxiliary/Ancillary Enterprises Expenditures	12.0%	11.5%

Table 4.23: Expenditure Sources as a Percentage of Total Expenditures--All Schools

This table provides a distribution of expenditure sources as percentage of total expenditures. The expenditures include both mandatory and non-mandatory transfers in the total educational and general expenditures together with auxiliary enterprise expenditures. The data are presented for two years for the sake of comparisons. Data are calculated from the Finance (F-1) section, Part B, Current Fund Expenditures for the academic years 1987-88 and 1988-89 as reported in the fall of 1988 and the fall of 1989. The table includes all schools, Canadian and U. S. accredited and non-accredited. Canadian dollars have been converted to U. S. dollars in the calculations. The reader can readily convert the percentage to dollars by multiplying the total per FTE student expenditures from Table 4.08 ($16,052) by the percentage in each line item.

Table 4.25

Expenditure Sources Expressed as a Percentage of Total Expenditures and Mandatory Transfers - Roman Catholic and Non-Roman Catholic Schools		
	Roman Catholic	Non-Roman Catholic
Expenditures		
Educational and General		
Instruction & Net Acad. Support	31.8%	32.1%
Research	0.1%	0.4%
Public Service	0.1%	1.1%
Library	6.7%	6.1%
Student Services	4.2%	2.5%
Admissions	0.8%	1.7%
Inst. Support/Admin & Gen	19.2%	20.6%
Op. & Maint of Plant	15.5%	8.5%
Scholarships & Fellowships	2.5%	4.5%
Mandatory Transfers	1.1%	1.1%
Nonmandatory Transfers	3.5%	10.3%
Subtotal: Educational and General	85.6%	88.9%
Auxiliary/Ancillary Enterprises Expenditures	14.4%	11.1%

Table 4.25: Expenditure Sources as a Percentage of Total Expenditures--Roman Catholic and Non-Roman Catholic Schools

This table is based on the same data as the previous Table 4.23. It offers a comparison, however, of Roman Catholic and non-Roman Catholic schools. The table reflects higher proportionate costs in Roman Catholic schools for plant operations. With smaller enrollments and larger residential facilities, the operating costs for these schools tend to be higher. Scholarship assistance from the school tends to be lower since such help is more often given directly by the church. Student services are higher and reflect the more intensive formation programs. Comparative data from the 1987-88 ATS Fact Book can be found in Table H-2, page 144.

Table 4.25 includes both Canadian and U. S. schools, accredited and nonaccredited. The source of data is the ATS Annual Report Forms, the section on Finance (F-1), Part B, Current Fund Expenditures, for the fiscal years 1987-88 and 1988-89 as reported in the fall of 1988 and the fall of 1989.

Table 4.26: Average Educational and General Expenditure Per FTE Student

This table provides the average educational and general expenditures per FTE student. It includes both mandatory and non-mandatory transfers from the current fund but it does not include auxiliary enterprises. The listing is important in that it describes Canadian costs in Canadian dollars. It also distributes costs (a) according to six groupings based on the size of FTE enrollments; (b) according to whether the school is related to a university or college or is independent; (c) for Roman Catholic and non-Roman Catholic theological schools. Per student costs are based on the school costs as reported in the ATS Annual Report Forms, the section on Finance (F-1), Section B, Current Fund Expenditures, Line 14, for the 1988-89 fiscal year as reported in the fall of 1989. It includes both accredited and non-accredited schools. What is immediately notable is the relatively higher per student costs for the smaller schools.

Table 4.26

Average Educational and General Expense Per FTE Student	
Canadian Schools and Dollars	1989
By FTE Enrollment	
Under 75	$16,601
75-100	$13,255
151-300	$9,168
By University Relation	
University	$11,063
Independent	$12,652
By Roman Catholic/Non-R.C.	
Roman Catholic	$11,999
Non-Roman Catholic	$12,635
U.S. Schools and Dollars	1989
By FTE Enrollment	
Under 75	$22,879
75-100	$17,678
151-300	$14,797
301-500	$13,279
501-1000	$13,759
Over 1000	$8,967
By University Relation	
University	$17,516
Independent	$14,101
By Roman Catholic/Non-R.C.	
Roman Catholic	$14,501
Non-Roman Catholic	$14,474

Table 4.28

Trends in Total Financial Data (U.S. Dollars in Thousands)			
	Total Revenues	Total Expenditures	Surplus (Deficit)
1987-88	$515,468	$519,632	($4,164)
1988-89	$567,699	$566,023	$1,676

Table 4:28: Trends in Total Financial Data--All Schools

This table represents audited financial data as reported in the fall of 1988 and 1989 for the prior fiscal years 1987-88 and 1988-89. It includes all schools, accredited and non-accredited, with Canadian dollars converted to U. S. dollars according to the rate obtaining as of July 1 of the reporting year. Please note that this table reports the total current fund expenditures but excludes non-mandatory transfers. Non-mandatory transfers include those transfers from current funds to other fund groups made at the discretion of the governing board to serve a variety of objectives, such as additions to loan funds, additions to quasi-endowment funds, general or specific plant additions, voluntary renewals and replacements of plant and prepayments on debt principal.

The average deficit for fiscal year was - 0.8 percent of total revenue. Comparable data for prior years can be found in the 1987-88 ATS Fact Book, page 43. The year 1986-87 reported the first deficit (-0.7 percent) in overall operations of theological schools since 1974-75. It is encouraging to note that 1988-89 reported a small average surplus of +0.3 percent, a reversal of the deficits reported in the prior two years. Schools monitor the growth of revenue and expenditures by comparison with the Consumer Price Index (CPI) for the reporting year. A continuing increased focus on financial planning and fund raising is evident in reports from member schools both in the U. S. and in Canada.

Table 4.29

Ratio of Surplus or (Deficit) to Total Revenues - All Schools											
						Percentile					
Year	Minimum	10th	20th	30th	40th	Median	60th	70th	80th	90th	Maximum
1987-88	(77.48)%	(22.07)%	(11.30)%	(5.28)%	(0.67)%	0.25%	1.81%	3.42%	5.28%	10.35%	32.23%
1988-89	(94.08)%	(27.13)%	(13.75)%	(7.84)%	(2.28)%	0.01%	2.01%	4.92%	7.77%	12.21%	100.0%

Table 4.29: Ratio of Surplus or (Deficit) to Total Revenues--All Schools

This table uses the same data as the previous Table 4.28 again excluding non-mandatory transfers from the calculation of total current fund expenditures. This exclusion improves the situation of the school in that it lowers the reported expenditures and thus reduces the overall deficit. In this way the school is not penalized for voluntary transfers from its current fund. The table includes all schools, Canadian and U. S., accredited and non-accredited. The table distributes the ratio of surplus or (deficit) to total revenues on a percentile scale so that the median represents a point where half of the institutions are above and the other half below the median ratio.

Table 4.30

Ratio of Net Educational and General Surplus or (Deficit) to Total Educational and General Revenues - All Schools											
						Percentile					
Year	Minimum	10th	20th	30th	40th	Median	60th	70th	80th	90th	Maximum
1987-88	(83.64)%	(29.13)%	(15.83)%	(9.15)%	(4.41)%	(1.04)%	1.07%	3.86%	7.58%	16.34%	48.35%
1988-89	(109.5)%	(28.53)%	(18.56)%	(11.87)%	(6.20)%	(2.01)%	1.46%	4.67%	8.10%	13.95%	100.0%

Table 4.30: Ratio of Net Educational and General (E & G) Surplus or (Deficit) to total E & G Revenues--All Schools

This table reports only the Net E & G revenue and expenditures which is the most commonly used basis for evaluating the overall health of an institution together with the level and adequacy of support in relation to its programs. It probably reflects best the fiscal dimensions of the institution. The table again distributes the ratios on a percentile scale. The calculation of net educational and general revenue and expenditures does not include auxiliary enterprise revenue or expenditures, nor does it include non-mandatory transfers from the current fund. The data is taken from Parts A and B of the Finance section (F-1) of the ATS Annual Report Forms for the fall of 1988 and 1989, reports based on the audited figures of the previous fiscal years 1987-88 and 1988-89. Data is given for all schools, accredited and non-accredited. We note that the median deficit is greater in 1988-89 (-2.01 percent) than in 1987-88 (-1.04 percent). This reflects a growing constraint on budgets in member schools and is a matter of concern.

Table 4.33

Distribution of Endowment Assets (in U.S. Thousands) Market Value - All Schools											
Year	Number of Schools	Minimum	10th	20th	30th	40th	Percentile Median	60th	70th	80th	90th	Maximum
1987-88	152	$12	$270	$747	$1,534	$2,810	$4,121	$5,309	$7,562	$16,272	$27,647	$302,481
1988-89	154	$13	$437	$894	$1,863	$3,216	$4,513	$6,139	$8,023	$16,630	$32,144	$355,981

Table 4.33: Endowment Assets in U. S. Thousands at Market Value--All Schools

This table offers a distribution on a percentile basis of the market value of endowment funds for all schools as reported in Part F of the Finance Section (F-1) of the ATS Annual Report Forms. Endowment market value for the end of the fiscal year is the basis for the table. The table includes only the schools which reported endowment for the given years. The number of schools is reported in the table for each year. The growth in market value from 1988 to 1989 is evident in almost all percentiles.

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Based on 1988 Revision of
ATS Annual Report Forms

Gail Buchwalter King, Editor
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THE ASSOCIATION OF THEOLOGICAL SCHOOLS IN THE UNITED STATES AND CANADA

The Association of Theological Schools in the United States and Canada is the primary accrediting agency for graduate theological education. Tracing its origins to 1918 when formal consultations on theological education were begun, the Association numbered 205 institutions in 1988 and 1989 and 211 institutions in 1991. They reflect the diversity of the religious communities and university relationships in the two national communities. Its purposes include, within a general mandate for the improvement of theological education, the establishment of standards and the accreditation of institutions, serving as a forum for shared interests, and the consideration of issues among members and between members and related agencies. In the experience of its standard setting duties, the Association has maintained a membership list of accredited schools since 1936. The Association also publishes annually a Directory of Theological Schools.

The officers of the Association for the 1990-92 biennium are:

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INTRODUCTION

This is the twenty-first annual edition of the ATS Fact Book. This edition covers the data supplied in the fall of 1990. It is a follow-up of the mini Fact Book published in the spring of 1990 covering data from the years 1988 and 1989. We are producing a fast turn around on the forty tables you have already received in hopes that they are the most critical for your work. It is our plan in 1991-92 to add additional tables. We trust that the new format and content will prove of better service to member schools and others. A growing sense of inadequacy in the previous editions prompted a lengthy process of revision which is detailed for history's sake in the following Chronicle.

Since 1988 data for the Fact Book has been submitted on the revised ATS Annual Report Forms required each year of all member schools. These reports include information on enrollment, admissions, administrative staff, and faculty salaries for the current year. They also include graduation statistics, financial reports, fund raising reports and library data for the previous fiscal year. Per student revenue and expenditure costs are based on the full time equivalent enrollment as reported by the schools in the previous year and on the audited financial data for that year as reported in the fall of the current year. Some data such as age of enrollment and globalization are reported only every other year. Since these categories are new, they will be included only in subsequent editions of the Fact Book. As in the past, all salary scales reported in the volume have been edited to preserve confidentiality. Any salary data field with only one being reported does not provide any salary information. If two or three are reported, the percentile distribution and median are eliminated to preserve confidentiality of individual salaries. The format of this volume follows that of the last, publishing the textual commentary and analysis together with each table rather than offering it as a lengthy commentary in the first part of the volume followed by the tables in the second part.

Purpose: From the beginning of publication a primary purpose of the Fact Book has been to provide annually information on parallel patterns permitting ready comparisons across the years. Most changes over the first 19 years have generally been in the form of providing additional information not previously supplied or to acknowledge changes in educational practice that have occurred. During 1987-88 the Annual Report Forms underwent major revision which not only broadened the scope of data being requested of schools but also refined the data in many categories to provide a more accurate basis for determining trends. This information is of significant help to administrators for purposes of long-range planning. At the same time it is used by the Commission on Accrediting and by visiting teams to monitor a school's progress in relation to common expectations in theological education.

Conclusion: This edition of the Fact Book has been prepared by ATS staff and is offered to the ATS membership, as well as to the general public with the hope that it will be useful to those with responsibility for the management of the theological education enterprise in North America. The work has been done with the strong

conviction that management decisions are best made when the persons charged with making them have the widest range of and most complete data available to inform their deliberations.

CHRONICLE OF THE REVISION

I. December 1981--Leon Pacala (ATS), Robert Lynn (The Lilly Endowment), and John Fletcher (NIH) met to discuss the expanding needs of data on theological education: (a) to assist schools in planning; (b) to offer a basis for research on effectiveness of schools in relation to their stated mission; (c) to provide data on costs, use of resources and range of programs in relation to the stated mission; (d) to provide a frame of reference in relation to external data to interpret institutional data, e.g., changes in the profession, motivation of candidates, cooperative structures; (e) to provide data comparable to research and development data.

II. December 1982--The ATS Executive Committee authorized staff to explore the expansion of present data bases and to seek a limited grant for planning and possible implementation of a feasible program and authorized an advisory panel and the use of consultants.

III. December 1985--A consultation was held at the Lilly Endowment to review and identify products and services needed by theological schools for analysis and planning.

IV. March 1986--A six-person Task Force on Management Information Systems and Services (MIS) identified at the consultation met to clarify its mandate and reporting responsibilities, and to set time lines for its work. It established criteria for evaluating data products and services and reviewed those which had been identified. First priority was given to revision of the Fact Book both as to content and to format.

V. September 1986--The Task Force, chaired by Anthony Ruger, met to review services and products in light of more recent research, and it established further goals for the ATS Institutional Director, for a Personnel Directory, and for an ATS Comprehensive Data Base.

VI. December 1986--The ATS Executive Committee received a preliminary report from the MIS Task Force and moved to support the continuance of its work. It also requested the preparation of a proposal for funding to the Arthur Vining Davis Foundation which granted the needed support for the project.

VII. January 1987--A third meeting of the Task Force received reports on communications systems from technical consultants. It also outlined a foundation proposal to help design and implement a new information system for ATS framed on a School Information System with major data areas to include a school profile for the Directory and the Membership List, plus a detailed school information base to be used for the ATS Fact Book and for the accrediting history of each school. The Task Force also worked on the revision and expansion of the ATS Annual Report Forms required

of all member schools and which in their revised form are the base for all reports starting with the fall of 1988.

The Task Force also determined that in the revision of the Report Forms the following norms be followed:

(a) The categories of the Integrated Postsecondary Education Data System (IPEDS) report forms or those of Statistics Canada would be used wherever applicable;

(b) The terminology would be that of the Common Language for Postsecondary Accreditation: Categories and Definitions for Data Collection (1985, NCHEMS and COPA, Washington, D.C.);

(c) The financial categories for revenue and expenditures would be those of the NACUBO guidelines or of CAUBO, its Canadian counterpart, as far as possible.

The obvious concern was to avoid duplication of work for member schools wherever possible and at the same time to broaden the base for purposes of comparison with other fields.

VIII. December 1987--The ATS Executive Committee received the final report of the MIS Task Force and acted to recommend the appointment of a five person Fact Book Advisory Committee, chaired by Lowell H. Fewster, to assist with the revision of the format and content of the Fact Book. The Advisory Committee was elected at the 1988 Biennial Meeting and was reappointed in 1990.

IX. July 1988 to September 1989--The Advisory Committee worked on the design of the revised Fact Book for which it proposed some 99 tables plus several optional tables. Forty-one of these tables have been selected for the first edition of the revised Fact Book. These same forty-one tables are being used again for the second edition. They include the data deemed most helpful to schools for planning purposes. The tables are arranged in four chapters: Profiles of all Member Schools; Enrollment Data; Administrative and Faculty Compensation; and Comprehensive Financial Data on Revenue and Expenditures. Future editions of the Fact Book will expand on these tables with additional chapters and likewise with additional tables for existing chapters as the computer programs are validated and sufficient dependable data become available to permit the analysis of trends. ATS staff are indebted to the members of the Task Force and the Advisory Committee for the time which was given generously and for the superb quality of counsel.

CHAPTER I: INSTITUTIONAL CHARACTERISTICS

Introduction

The first chapter consists of seven tables which describe each member institution in terms of the most common identifying characteristics derived from the Annual Report Forms in the section on Institutional Characteristics (IC-1), on Enrollment (EF-1 and -3), on Finances (F-1), and on Personnel (P-1 and -3). The tables are in continuity with the prior ATS Fact Book for 1987-88, Tables, A, B, and C-1 (pp. 47-84) with the addition however of personnel and financial characteristics in the current revised edition. These tables are the handiest means for a general depiction of a given school for purposes of comparison. The reader should note the following:

A. Data is for fall 1990 only;

B. Head Count (HC) enrollment is comparable to similar tables in previous Fact Books;

C. Full-Time Equivalent (FTE) enrollment is not comparable to similar tables in previous editions of the old Fact Book because the guidelines for computing FTE enrollment were changed starting with the revised Annual Report Forms on which these tables are based.

D. In the numerical sequence of tables, some numbers will be missing because tables were selected from the full range of suggested tables to present the most significant data. The sequencing allows for the gradual adding of further tables as suggested by the Advisory Committee.

NOTES

Table 1.01: Listing of Individual Institutions

This table provides an alphabetical listing of all member schools accredited and nonaccredited, U.S. and Canadian, with the more significant institutional characteristics. Data are derived from the fall 1990 ATS Annual Report Forms with the exception of enrollment which offers both fall 1989 and fall 1990 data. The accredited status of schools is reported as of fall 1990. The table is based on the Annual Report Forms, Sections IC-1; EF-1; F-1; S-2; P-1 and -3. This table is parallel to the old ATS Fact Book, Tables A and B, pages 47-83. Table 1.01, however, lists all schools in alphabetical sequence rather than by separating accredited from nonaccredited schools as in prior years.

Classifications:

Accredited status is the first characteristic listed. It includes the three classes of membership in the Association. Accredited, candidate for accredited status, associate member. This is followed by U/I--University/College affiliated or Independent/Free-standing. The classification of "University Affiliated" is restricted to schools of theology which are an integral part of a larger institution which possesses at least two other professional schools or departments at the graduate level. This is a category which has been used for many years to signal the broader level of resources immediately available to those theological schools. The location of Province or State is indicated by the use of standard abbreviations. Denominational codes for the schools are taken from the ATS Annual Report Forms, EF-3, which lists both the denomination and the accompanying code. A copy of this form is appended to this chapter for the convenience of the reader. Current Fund expenditures are taken from the Annual Report Forms, F-1, Part B, Line 14, for the total Educational and General Expenditures, and F-1, Part B, Line 18, for total expenditures, but subtracting all non-mandatory ("voluntary") transfers. Total expenditures do include costs of auxiliary enterprises such as housing, food service, bookstore and the like which are not directly supportive of the educational function of the school. Full-time and part-time faculty are listed as reported by the school on form S-2 (Faculty Salary) and P-3 (Part-time Faculty). The distinction between full-time and part-time faculty is based not on the number of hours or courses taught but rather on whether the salary is contracted on a full-time basis or on part-time availability to the teaching function of the school. The full-time equivalent faculty is the sum of all reported full-time faculty plus the sum of the reported percentages of teaching for all part-time faculty divided by one hundred.

Table 1.01

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
Acadia Divinity College	ACCRED	I	WHITE	NVSCOT	BPCVOQ	$1285	$1403	$1.4
Alliance Theological Seminary	ACCRED	I	WHITE	NY	CHMSAL	$1591	$2163	
American Baptist Sem. of the West	ACCRED	I	WHITE	CA	AMBCUS	$982	$1249	
Anderson University School	ACCRED	I	WHITE	IN	CGODAI	$938	$1080	
Andover Newton Theological School	ACCRED	I	WHITE	MA	UNCHCH	$4404	$5486	$15.9
Aquinas Institute of Theology	ACCRED	I	WHITE	MO	ROMCTH	$745	$771	
Asbury Theological Seminary	ACCRED	I	WHITE	KY	NDENOM	$5455	$7127	$24.7
Ashland Theological Seminary	ACCRED	I	WHITE	OH	BRCHAO	$1710	$1958	$2.5
Assemblies of God	CAND	I	WHITE	MO	ASYGOD	$1536	$1647	$0.2
Athenaeum of Ohio	ACCRED	I	WHITE	OH	ROMCTH	$2039	$2265	$5.6
Atlantic School of Theology	ACCRED	I	WHITE	NVSCOT	NDENOM	$1557	$1810	$0.2
Austin Presbyterian	ACCRED	I	WHITE	TX	PRCHUS	$2730	$3686	$49.5
Azusa Pacific University Graduate	ACCRED	I	WHITE	CA	NDENOM	$617	$617	$0.2
Bangor Theological Seminary	ACCRED	I	WHITE	ME	UNCHCH	$1385	$1737	$4.5
Baptist Missionary Association	ASSOC	I	WHITE	TX	BPMSAA	$503	$530	$0.3
Bethany Theological Seminary	ACCRED	I	WHITE	IL	CHBRET	$1784	$2190	$3.8
Bethel Theological Seminary	ACCRED	I	WHITE	MN	BPGNCF	$3055	$3651	
Boston University School of Theol.	ACCRED	U	WHITE	MA	UNMECH	$3031	$3666	$18.0
Brite Divinity School	ACCRED	U	WHITE	TX	CHCHDC	$2124	$3012	$23.8
Calvin Theological Seminary	ACCRED	I	WHITE	MI	CHREFC	$2321	$2565	$1.0
Canadian Theological Seminary	ACCRED	I	WHITE	SKCHWN	CHMSAL	$1117	$1316	$0.1
Candler School of Theology	ACCRED	U	WHITE	GA	UNMECH	$7499	$9148	
Catholic Theological Union	ACCRED	I	WHITE	IL	ROMCTH	$2551	$3189	$1.0
Catholic University of America	ACCRED	U	WHITE	DC	ROMCTH	$2099	$3022	$50.3
Central Baptist Theological Sem.	ACCRED	I	WHITE	KS	AMBCUS	$1403	$1571	$3.7
Chicago Theological Seminary	ACCRED	I	WHITE	IL	UNCHCH	$2449	$2885	$8.1
Christ The King Seminary	ACCRED	I	WHITE	NY	ROMCTH	$1154	$1380	
Christian Theological Seminary	ACCRED	I	WHITE	IN	CHCHDC	$3361	$4302	$40.9
Church Divinity School	ACCRED	I	WHITE	CA	EPISCH	$2043	$2588	$7.1
Church of God School of Theology	ACCRED	I	WHITE	TN	CGODCT	$1272	$1516	$1.0
Cincinnati Bible Seminary	ASSOC	I	WHITE	OH	CCHCHC	$589	$761	$0.2
Claremont School of Theology	ACCRED	I	WHITE	CA	UNMECH	$3327	$4184	$1.6
Colgate Rochester Divinity School	ACCRED	I	WHITE	NY	AMBCUS	$3035	$3874	$28.1
Columbia Biblical Seminary and	ACCRED	I	WHITE	SC	NDENOM	$2623	$3353	$0.7
Columbia Theological Seminary	ACCRED	I	WHITE	GA	PRCHUS	$3566	$4864	$40.0
Concordia Lutheran Seminary(Albrta)	ASSOC	I	WHITE	ALBERT	LUCHCA	$612	$664	$0.1
Concordia Lutheran Theol. Seminary	ASSOC	I	WHITE	ONTARI	LUCHMS	$715	$864	$1.2
Concordia Seminary (St.Louis, MO)	ACCRED	I	WHITE	MO	LUCHMS	$	$	$
Concordia Theological Seminary (IN)	ACCRED	I	WHITE	IN	LUCHMS	$3897	$5829	$3.6
Covenant Theological Seminary	ACCRED	I	WHITE	MO	PRCHAM	$2090	$2348	$4.9
Dallas Theological Seminary	CAND	I	WHITE	TX	NDENOM	$9672	$12394	$2.1
De Sales School of Theology	ACCRED	I	WHITE	DC	ROMCTH	$433	$433	
Denver Conservative Baptist Sem.	ACCRED	I	WHITE	CO	CNBPAA	$2837	$3483	$3.7
Dominican House of Studies	ACCRED	I	WHITE	DC	ROMCTH	$631	$1380	
Dominican School of Philosophy	ACCRED	I	WHITE	CA	ROMCTH	$822	$844	$0.2
Dominican Study Center of Bayamon	ASSOC	U	HISPN	PR	ROMCTH			
Drew University Theological School	ACCRED	U	WHITE	NJ	UNMECH	$3998	$5552	$18.0
Duke University Divinity School	ACCRED	U	WHITE	NC	UNMECH	$4917	$6130	
Earlham School of Religion	ACCRED	I	WHITE	IN	FRRELS	$829	$875	$9.0
Eastern Baptist Theological Sem.	ACCRED	I	WHITE	PA	AMBCUS	$2147	$2807	$7.7
Eastern Mennonite Seminary	ACCRED	I	WHITE	VA	MENCHU	$971	$1006	$0.6
Eden Theological Seminary	ACCRED	I	WHITE	MO	UNCHCH	$2125	$2224	$7.3
Edmonton Baptist Seminary	ASSOC	I	WHITE	ALBERT	NABPCF	$538	$656	$0.7
Emmanuel College of Victoria Univ.	ACCRED	U	WHITE	ONTARI	UNCHCA	$1883	$2219	$8.3
Emmanuel School of Religion	ACCRED	I	WHITE	TN	CCHCHC	$1271	$1435	$3.5

(continued)

Table 1.01

Faculty			Enrollment Head Count		Enrollment FTE		Name
F.T.	P.T.	FTE	1990	1989	1990	1989	
7	5	8.1	120	125	86	101	Acadia Divinity College
13	27	18.7	270	314	178	194	Alliance Theological Seminary
4	16	9.4	48	46	31	33	American Baptist Sem. of the West
11	8	12.1	92	100	75	81	Anderson University School
14	62	23.9	458	459	224	254	Andover Newton Theological School
11	5	12.5	109	101	58	59	Aquinas Institute of Theology
37	21	42.9	720	740	464	511	Asbury Theological Seminary
13	27	18.2	494	450	293	287	Ashland Theological Seminary
12	9	15.0	216	232	153	157	Assemblies of God
8	33	14.5	290	275	221	221	Athenaeum of Ohio
9	11	10.3	119	121	69	81	Atlantic School of Theology
13	18	17.4	242	250	134	164	Austin Presbyterian
8	7	10.1	128	79	112	70	Azusa Pacific University Graduate
8	8	10.2	141	124	97	84	Bangor Theological Seminary
5	4	6.4	70	80	46	52	Baptist Missionary Association
8	10	10.2	95	109	62	62	Bethany Theological Seminary
19	20	22.5	495	471	378	372	Bethel Theological Seminary
18	13	22.8	472	464	182	181	Boston University School of Theol.
12	6	14.3	206	212	129	122	Brite Divinity School
17	17	20.4	222	214	182	180	Calvin Theological Seminary
10	3	10.8	167	173	120	122	Canadian Theological Seminary
39	35	52.8	745	768	654	713	Candler School of Theology
31	15	37.0	334	256	233	182	Catholic Theological Union
22	8	23.4	182	199	119	177	Catholic University of America
7		7.0	126	141	79	88	Central Baptist Theological Sem.
9	2	9.8	199	182	117	108	Chicago Theological Seminary
6	2	7.0	99	87	64	95	Christ The King Seminary
20	19	23.8	290	284	209	182	Christian Theological Seminary
8	7	10.0	91	95	93	93	Church Divinity School
10	5	11.3	189	213	155	127	Church of God School of Theology
5	8	8.3	190	202	119	83	Cincinnati Bible Seminary
17	43	26.6	311	346	255	298	Claremont School of Theology
15	11	17.5	203	195	118	130	Colgate Rochester Divinity School/
19	10	22.8	415	419	276	297	Columbia Biblical Seminary and
17	15	22.3	624	567	266	304	Columbia Theological Seminary
3	4	3.7	36		33		Concordia Lutheran Seminary (Alberta)
5		5.0	44	55	36	40	Concordia Lutheran Theol. Sem.(ONT)
23	5	24.8	557	560	481	510	Concordia Seminary (St. Louis, MO)
20		20.0	321	490	267	465	Concordia Theological Seminary (IN)
8	10	11.2	316	251	169	144	Covenant Theological Seminary
43	15	47.3	1258		846		Dallas Theological Seminary
6	7	7.7	74	46	30	32	De Sales School of Theology
16	27	22.6	536	513	285	279	Denver Conservative Baptist Sem.
6	5	7.7	36	52	41	52	Dominican House of Studies
8	16	14.8	62	89	55	75	Dominican School of Philosophy
			75				Dominican Study Center of Bayamon
21	25	27.0	644	670	397	526	Drew University Theological School
24	62	41.0	554	535	402	389	Duke University Divinity School
5	4	6.4	67	73	56	63	Earlham School of Religion
10	36	15.8	287	308	173	219	Eastern Baptist Theological Sem.
7	17	9.9	90	99	67	77	Eastern Mennonite Seminary
8	12	10.9	199	195	107	115	Eden Theological Seminary
4	8	6.6	71	60	48	42	Edmonton Baptist Seminary
7	6	9.3	212	232	137	148	Emmanuel College of Victoria Univ.
8	6	10.0	158	139	72	63	Emmanuel School of Religion

(continued)

Table 1.01 (continued)

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
Episcopal Divinity School	ACCRED	I	WHITE	MA	EPISCH	$2955	$3501	$20.4
Episcopal Theol. Sem. of Southwest	ACCRED	I	WHITE	TX	EPISCH	$1854	$2636	$10.4
Erskine Theological Seminary	ACCRED	I	WHITE	SC	RFPRES	$701	$810	$9.9
Evangelical School of Theology	ACCRED	I	WHITE	PA	EVCGCH	$753	$795	$1.5
Evangelical Seminary Puerto Rico	ACCRED	I	HISPN	PR	NDENOM	$705	$731	$0.4
Franciscan School of Theology	ACCRED	I	WHITE	CA	ROMCTH	$716	$795	
Fuller Theological Seminary	ACCRED	I	WHITE	CA	NDENOM	$14458	$20749	$22.4
Garrett-Evangelical Theo. Seminary	ACCRED	I	WHITE	IL	UNMECH	$4031	$5755	$16.7
General Theological Seminary	ACCRED	I	WHITE	NY	EPISCH	$3314	$4768	$26.4
Golden Gate Baptist	ACCRED	I	WHITE	CA	SBCONV	$4819	$5844	$3.2
Gordon-Conwell Theological Sem.	ACCRED	I	WHITE	MA	NDENOM	$6054	$8372	$6.7
Goshen Biblical Seminary	ACCRED	I	WHITE	IN	MENCHU	$960	$1186	$1.0
Graduate Theological Union	ACCRED	I	WHITE	CA	NDENOM	$1633	$2787	$6.8
Harding Graduate School of Relig.	ASSOC	I	WHITE	TN	CHUCHR	$1102	$1569	
Hartford Seminary	ACCRED	I	WHITE	CT	NDENOM	$2862	$3032	$22.6
Harvard University Divinity School	ACCRED	U	WHITE	MA	NDENOM	$	$	$
Holy Cross Greek Orthodox	ACCRED	I	WHITE	MA	GROXNS	$2429	$3748	$4.7
Hood Theological Seminary	ASSOC	I	BLACK	NC	AFRMEZ	$312	$358	
Houston Graduate School of Theol.	ASSOC	I	WHITE	TX	FRRELS	$497	$550	
Howard University Divinity School	ACCRED	U	BLACK	DC	NDENOM	$1553	$1546	
Huron College Faculty of Theology	ACCRED	I	WHITE	ONTARI	ANGCHC	$655	$692	$3.4
Iliff School of Theology	ACCRED	I	WHITE	CO	UNMECH	$3766	$4717	$21.0
Immaculate Conception Seminary	ACCRED	U	WHITE	NJ	ROMCTH	$1548	$2011	
Interdenominational Theol. Center	ACCRED	I	BLACK	GA	NDENOM	$3033	$3605	$7.0
International School of Theology	ASSOC	I	WHITE	CA	NDENOM	$1378	$1886	$1.3
Jesuit School of Theol.at Berkeley	ACCRED	I	WHITE	CA	ROMCTH	$1799	$1965	$0.1
Joint Board of Theological College	ACCRED	I	WHITE	QUEBEC	NDENOM	$229		
Kenrick Seminary	ACCRED	I	WHITE	MO	ROMCTH	$1262	$1462	
Knox College	ACCRED	I	WHITE	ONTARI	PRCHCA	$1579	$1973	$3.9
Lancaster Theological Seminary	ACCRED	I	WHITE	PA	UNCHCH	$1799	$2207	$5.3
Lexington Theological Seminary	ACCRED	I	WHITE	KY	CHCHDC	$1825	$2324	$13.5
Liberty Baptist Theol. Seminary	ASSOC	I	WHITE	VA	INDBAP	$1284	$1346	
Lincoln Christian Seminary	CAND	I	WHITE	IL	CCHCHC	$605	$805	$0.1
Louisville Presbyterian	ACCRED	I	WHITE	KY	PRCHUS	$3011	$4734	$34.5
Luther Northwestern	ACCRED	I	WHITE	MN	EVLCAM	$6343	$9466	$17.2
Lutheran School of Theology (Chgo)	ACCRED	I	WHITE	IL	EVLCAM	$4031	$5131	$6.6
Lutheran Theological Southern Sem.	ACCRED	I	WHITE	SC	EVLCAM	$1930	$2165	$5.9
Lutheran Theological Seminary Gett	ACCRED	I	WHITE	PA	EVLCAM	$2457	$2981	$7.0
Lutheran Theological Seminary Phil	ACCRED	I	WHITE	PA	EVLCAM	$2723	$3310	$19.9
Lutheran Theological Seminary Sask	ACCRED	I	WHITE	SKCHWN	EVLUCA	$664	$664	$1.2
Maryknoll School of Theology	ACCRED	I	WHITE	NY	ROMCTH	$1389	$1682	$18.7
McCormick Theological Seminary	ACCRED	I	WHITE	IL	PRCHUS	$5923	$6602	$45.4
McGill University Faculty of	ACCRED	U	WHITE	QUEBEC	NDENOM	$1593	$1631	
McMaster Divinity School	ACCRED	I	WHITE	ONTARI	BPCVOQ	$1095	$1216	$2.6
Meadville/Lombard Theo. School	ACCRED	I	WHITE	IL	UNTUNV	$940	$1187	$8.7
Memphis Theological Seminary	ACCRED	I	WHITE	TN	CMPRCH	$1038	$1156	$3.2
Mennonite Biblical Seminary	ACCRED	I	WHITE	IN	GNCFMC	$932	$1141	$2.4
Mennonite Brethren Biblical Sem.	ACCRED	I	WHITE	CA	MBRCNA	$1163	$1610	
Methodist Theological School	ACCRED	I	WHITE	OH	UNMECH	$2616	$3660	$8.1
Midwestern Baptist Theol. Seminary	ACCRED	I	WHITE	MO	SBCONV	$3219	$4102	$2.5
Moravian Theological Seminary	ACCRED	I	WHITE	PA	MORCHA	$1028	$1126	$5.0
Mount Angel Seminary	ACCRED	I	WHITE	OR	ROMCTH	$1498	$1671	$1.1
Mt. St. Mary's Seminary	ACCRED	I	WHITE	MD	ROMCTH	$1273	$2083	$2.3
Nashotah House	ACCRED	I	WHITE	WI	EPISCH	$1433	$1908	$5.0
Nazarene Theological Seminary	ACCRED	I	WHITE	MO	CHRNAZ	$1682	$1728	

(continued)

Table 1.01 (continued)

Faculty			Enrollment Head Count		Enrollment FTE		Name
F.T.	P.T.	FTE	1990	1989	1990	1989	
14		14.0	137	127	95	84	Episcopal Divinity School
9	2	10.0	71	66	72	63	Episcopal Theol. Sem. of Southwest
9	4	9.6	196	211	142	159	Erskine Theological Seminary
6	4	7.0	89	90	53	46	Evangelical School of Theology
4	4	5.4	139	129	98	91	Evangelical Seminary of Puerto Rico
5	6	7.0	76	78	52	51	Franciscan School of Theology
48	113	83.4	2815	2623	1399	1364	Fuller Theological Seminary
26	53	39.7	478	468	358	339	Garrett-Evangelical Theo. Seminary
13	12	16.2	119	103	108	99	General Theological Seminary
20	19	24.5	801	855	441	414	Golden Gate Baptist
26	54	37.7	855	752	481	415	Gordon-Conwell Theological Seminary
7	5	9.3	103	88	61	60	Goshen Biblical Seminary
4	1	4.3	396	378	383	361	Graduate Theological Union
5	6	7.3	205	189	84	84	Harding Graduate School of Religion
	17	1.6	221	199	51	44	Hartford Seminary
20	25	27.2	584	539	500	447	Harvard University Divinity School
6	7	8.3	100	105	91	97	Holy Cross Greek Orthodox
7	3	8.3	51	44	51	37	Hood Theological Seminary
6	9	9.1	168	136	109	76	Houston Graduate School of Theology
10	18	14.2	199	210	166	186	Howard University Divinity School
7	2	7.5	30	37	23	28	Huron College Faculty of Theology
20	53	28.1	320	335	217	229	Iliff School of Theology
8	16	13.7	206	200	164	164	Immaculate Conception Seminary
18	14	22.4	307	276	238	253	Interdenominational Theol. Center
10	8	11.8	99		52		International School of Theology
19	13	22.8	160	173	144	154	Jesuit School of Theol. at Berkeley
			16	19	16	19	Joint Board of Theological Colleges
13	10	16.3	68	70	68	70	Kenrick Seminary
			116	120	89	95	Knox College
10	10	11.5	213	226	103	120	Lancaster Theological Seminary
11	1	11.5	143	151	106	107	Lexington Theological Seminary
18	7	22.0	297	269	181	162	Liberty Baptist Theol. Seminary
7		7.0	190	170	104	94	Lincoln Christian Seminary
11	20	15.1	175	209	146	180	Louisville Presbyterian
43	4	46.1	746	755	583	603	Luther Northwestern
20	30	25.5	385	401	289	326	Lutheran School of Theology (Chicago)
12	2	12.2	161	169	145	144	Lutheran Theological Southern Sem.
19		19.0	236	237	196	213	Lutheran Theological Seminary Gett
14	18	18.6	221	250	145	172	Lutheran Theological Seminary Phil
6	2	6.7	110	96	67	57	Lutheran Theological Seminary Sask
8	11	11.8	72	75	54	12	Maryknoll School of Theology
24	48	37.7	609	570	567	279	McCormick Theological Seminary
14	12	17.8	121	138	88	106	McGill University Faculty of
8	1	8.2	106	97	57	55	McMaster Divinity School
2	5	4.0	38	31	32	27	Meadville/Lombard Theo. School
8	5	9.1	133	148	90	91	Memphis Theological Seminary
5	2	5.8	87	82	56	60	Mennonite Biblical Seminary
9	10	10.5	114	120	70	68	Mennonite Brethren Biblical Sem.
18	14	21.8	248	254	197	185	Methodist Theological School
18	45	29.9	430	446	263	291	Midwestern Baptist Theol. Seminary
6	9	7.3	89	78	59	48	Moravian Theological Seminary
2	18	8.8	86	94	97	95	Mount Angel Seminary
6	10	9.0	144	172	152	155	Mt. St. Mary's Seminary
8		8.0	42	49	42	49	Nashotah House
13	11	17.0	376	415	313	260	Nazarene Theological Seminary

(continued)

Table 1.01 (continued)

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
New Brunswick Theol. Seminary	ACCRED	I	WHITE	NJ	RFCHAM	$1517	$1786	$4.9
New Orleans Baptist Theo. Seminary	ACCRED	I	WHITE	LA	SBCONV	$5259	$7950	$5.7
New York Theological Seminary	ACCRED	I	WHITE	NY	NDENOM	$1878	$2163	$5.5
Newman Theological College	CAND	I	WHITE	ALBERT	ROMCTH	$1198	$1325	$0.7
North American Baptist Seminary	ACCRED	I	WHITE	SD	NABPCF	$1430	$1806	$1.7
North Park Theological Seminary	ACCRED	I	WHITE	IL	EVCCAM	$1236	$1530	
Northern Baptist Theo. Seminary	ACCRED	I	WHITE	IL	AMBCUS	$1777	$2698	$5.0
Notre Dame Seminary	ACCRED	I	WHITE	LA	ROMCTH	$1203	$1427	$1.2
Oblate College	ACCRED	I	WHITE	DC	ROMCTH	$305	$317	$0.8
Oblate School of Theology	ACCRED	I	WHITE	TX	ROMCTH	$1169	$1169	$0.9
Ontario Theological Seminary	ACCRED	I	WHITE	ONTARI	NDENOM	$2035	$2234	
Oral Roberts University	ACCRED	I	WHITE	OK	NDENOM	$1852	$3014	
Pacific Lutheran Theo. Seminary	ACCRED	I	WHITE	CA	EVLCAM	$1962	$2225	$2.2
Pacific School of Religion	ACCRED	I	WHITE	CA	NDENOM	$3323	$4289	$22.3
Payne Theological Seminary	ASSOC	I	BLACK	OH	AFRMEP	$345	$405	
Perkins School of Theology	ACCRED	U	WHITE	TX	UNMECH	$5791	$7112	$53.1
Phillips Graduate Seminary	ACCRED	I	WHITE	OK	CHCHDC	$1235	$1568	$3.4
Pittsburgh Theological Seminary	ACCRED	I	WHITE	PA	PRCHUS	$3124	$4032	$44.3
Pontifical College Josephinum	ACCRED	I	WHITE	OH	ROMCTH	$1469	$1662	
Pope John XXIII National Seminary	ACCRED	I	WHITE	MA	ROMCTH	$1077	$1077	$0.8
Presbyterian School of Christ. Edu.	ACCRED	I	WHITE	VA	PRCHUS	$2761	$3399	$7.7
Princeton Theological Seminary	ACCRED	I	WHITE	NJ	PRCHUS	$15071	$22637	$379.0
Protestant Episcopal Theological	ACCRED	I	WHITE	VA	EPISCH	$5119	$6338	$53.8
Queen's Theological College	ACCRED	I	WHITE	ONTARI	UNCHCA	$898	$971	$2.6
Reformed Presbyterian	ASSOC	I	WHITE	PA	RFPRES	$391	$391	$1.1
Reformed Theological Seminary	ACCRED	I	WHITE	MS	NDENOM	$4222	$5491	$9.2
Regent College	ACCRED	I	WHITE	BRTCOL	NDENOM	$2388	$3118	$1.1
Regent University	CAND	U	WHITE	VA	NDENOM	$2144	$2403	
Regis College	ACCRED	I	WHITE	ONTARI	ROMCTH	$2082	$2136	$0.4
Sacred Heart Major Seminary	CAND	I	WHITE	MI	ROMCTH	$967	$967	$0.4
Sacred Heart School of Theology	ACCRED	I	WHITE	WI	ROMCTH	$2211	$2762	$0.3
Saint Francis Seminary	ACCRED	I	WHITE	WI	ROMCTH	$1761	$2320	$4.4
Saint Mary Seminary	ACCRED	I	WHITE	OH	ROMCTH	$876	$1455	
Saint Paul School of Theology	ACCRED	I	WHITE	MO	UNMECH	$2034	$2669	$4.5
Saint Paul Seminary School of	ACCRED	U	WHITE	MN	ROMCTH	$1770	$2166	$3.0
Saint Vincent Seminary	ACCRED	I	WHITE	PA	ROMCTH	$511	$640	$0.8
San Francisco Theological Seminary	ACCRED	I	WHITE	CA	PRCHUS	$4265	$5722	$34.2
Seabury-Western Theo. Seminary	ACCRED	I	WHITE	IL	EPISCH	$1428	$2024	$6.4
Seattle University	CAND	U	WHITE	WA	ROMCTH	$701	$830	
Seminary of the Immaculate Concept	ACCRED	I	WHITE	NY	ROMCTH	$2376	$2435	
Seventh-Day Adventist	ACCRED	I	WHITE	MI	ADVSVD	$3643	$4705	
Shaw Divinity School	ASSOC	I	BLACK	NC	GBSCNC	$458	$489	
Southeastern Baptist	ACCRED	I	WHITE	NC	SBCONV	$4627	$6230	$8.2
Southern Baptist	ACCRED	I	WHITE	KY	SBCONV	$10963	$15201	$46.4
Southwestern Baptist	ACCRED	I	WHITE	TX	SBCONV	$14891	$18450	$46.6
SS. Cyril & Methodius Seminary	ASSOC	I	WHITE	MI	ROMCTH	$695	$1055	
St. Andrew's College	ASSOC	I	WHITE	SKCHWN	UNCHCA	$878	$942	$2.7
St. Augustine's Seminary Toronto	ACCRED	I	WHITE	ONTARI	ROMCTH	$1067	$2132	$1.1
St. Bernard's Institute	ACCRED	I	WHITE	NY	ROMCTH	$456	$494	$1.1
St. Charles Borromeo Seminary	ACCRED	I	WHITE	PA	ROMCTH	$1908	$2826	$10.6
St. John's Seminary Brighton	ACCRED	I	WHITE	MA	ROMCTH	$1372	$2396	$6.9
St. John's Seminary Camarillo	ACCRED	I	WHITE	CA	ROMCTH	$1181	$1181	$16.7
St. John's Univ. School of Theol.	ACCRED	I	WHITE	MN	ROMCTH	$1221	$1575	$5.3
St. Joseph's Seminary	ACCRED	I	WHITE	NY	ROMCTH	$2307	$2780	
St. Mary's Seminary and Univ.	ACCRED	I	WHITE	MD	ROMCTH	$2009	$2875	$19.8

(continued)

Table 1.01 (continued)

Faculty			Enrollment Head Count		Enrollment FTE		Name
F.T.	P.T.	FTE	1990	1989	1990	1989	
6	11	8.8	145	151	62	68	New Brunswick Theol. Seminary
38	71	56.6	2304	1942	980	934	New Orleans Baptist Theo. Seminary
9	13	11.1	361	315	230	165	New York Theological Seminary
9	5	10.9	215	144	72	74	Newman Theological College
11		11.0	154	160	116	110	North American Baptist Seminary
13	29	17.0	144	146	112	109	North Park Theological Seminary
5	27	11.3	217	212	172	174	Northern Baptist Theo. Seminary
9	14	15.0	107	111	99	78	Notre Dame Seminary
4	5	5.7	39	41	36	40	Oblate College
6	6	7.4	155	146	121	103	Oblate School of Theology
9	16	15.2	423	418	240	255	Ontario Theological Seminary
18	20	22.8	494	483	341	359	Oral Roberts University
10	12	13.0	121	123	124	126	Pacific Lutheran Theo. Seminary
11	30	19.1	186	186	134	169	Pacific School of Religion
	9	4.5	29	22	18	18	Payne Theological Seminary
28	8	31.5	364	399	317	346	Perkins School of Theology
8	15	13.8	140	149	95	111	Phillips Graduate Seminary
17	16	19.6	319	301	297	183	Pittsburgh Theological Seminary
13	9	16.0	87	90	80	83	Pontifical College Josephinum
7	8	9.3	44	42	44	42	Pope John XXIII National Seminary
12	8	14.3	119	104	90	99	Presbyterian School of Christian Edu.
40	25	46.7	792	782	699	760	Princeton Theological Seminary
17	27	22.9	209	210	183	182	Protestant Episcopal Theological
11		11.0	76	96	49	58	Queen's Theological College
4	5	5.3	68	77	40	56	Reformed Presbyterian
19	6	21.7	617	469	485	370	Reformed Theological Seminary
12	25	17.8	371	416	222	231	Regent College
8		8.0	150		155		Regent University
14	6	16.3	190	198	126	142	Regis College
10	22	16.9	71		39		Sacred Heart Major Seminary
13	9	16.3	182	177	142	126	Sacred Heart School of Theology
8		8.0	74	70	52	46	Saint Francis Seminary
9	7	11.2	72	74	47	90	Saint Mary Seminary
12	29	17.0	291	268	153	138	Saint Paul School of Theology
15	3	16.4	125	160	86	88	Saint Paul Seminary School of
1	17	7.3	70	53	66	45	Saint Vincent Seminary
16	16	21.0	615	614	307	301	San Francisco Theological Seminary
7	3	8.5	82	76	76	70	Seabury-Western Theo. Seminary
7	36	13.2	150	170	106	36	Seattle University
10	10	13.3	193	173	104	93	Seminary of the Immaculate Concept.
35	4	36.4	473	361	342	289	Seventh-Day Adventist
			83	83	76	76	Shaw Divinity School
29	17	34.7	655	658	482	485	Southeastern Baptist
66	47	83.1	2327	2475	1566	1474	Southern Baptist
92	83	122.5	3740	3814	3260	2620	Southwestern Baptist
7	8	9.2	84	94	36	31	SS. Cyril & Methodius Seminary
5	1	5.5	62	66	46	43	St. Andrew's College
5	8	8.0	129	125	86	79	St. Augustine's Seminary of Toronto
3	18	6.0	81	100	41	42	St. Bernard's Institute
7	11	9.8	218	203	154	135	St. Charles Borromeo Seminary
7	9	9.3	110	124	110	124	St. John's Seminary Brighton
14	6	16.0	138	130	115	116	St. John's Seminary Camarillo
8	15	11.4	183	69	130	66	St. John's Univ. School of Theology
9	11	11.2	265	308	190	220	St. Joseph's Seminary
11	20	15.0	285	327	161	190	St. Mary's Seminary and

(continued)

Table 1.01 (continued)

Name	ATS Accred. Status	U / I	Predom. Race	Prov/ State	Denom- ination	Current Fund Expenditures $(000) E&G	Total	Endow- ment $mill
St. Meinrad School of Theology	ACCRED	I	WHITE	IN	ROMCTH	$1818	$2472	
St. Patrick's Seminary	ACCRED	I	WHITE	CA	ROMCTH	$1282	$1551	$4.7
St. Peter's Seminary	ACCRED	I	WHITE	ONTARI	ROMCTH	$1063	$1240	
St. Stephen's College	ASSOC	I	WHITE	ALBERT	UNCHCA	$674	$674	$1.5
St. Thomas Theological Seminary	ACCRED	I	WHITE	CO	ROMCTH	$1854	$2131	
St. Vincent De Paul Regional	ACCRED	I	WHITE	FL	ROMCTH	$1319	$1545	$6.7
St. Vladimir's Orthodox	ACCRED	I	WHITE	NY	OXCHAM	$1130	$1859	
Starr King School for the Ministry	ACCRED	I	WHITE	CA	UNTUNV	$521	$560	$1.5
Swedenborg School of Religion	ASSOC	I	WHITE	MA	GCSWED	$437	$439	$1.4
Talbot School of Theology	ACCRED	I	WHITE	CA	NDENOM	$2714	$3837	$0.1
Toronto School of Theology	ACCRED	I	WHITE	ONTARI	NDENOM	$889	$899	$1.2
Trinity College Faculty of Divin.	ACCRED	U	WHITE	ONTARI	ANGCHC	$1239	$1404	
Trinity Episcopal School	ACCRED	I	WHITE	PA	EPISCH	$1467	$1734	
Trinity Evangelical Divinity Schl.	ACCRED	I	WHITE	IL	EVFRCA	$7494	$9811	$2.8
Trinity Lutheran Seminary	ACCRED	I	WHITE	OH	EVLCAM	$3030	$3726	$12.8
Union Theological Seminary NY	ACCRED	I	WHITE	NY	NDENOM	$8426	$11312	$41.5
Union Theological Seminary VA	ACCRED	I	WHITE	VA	PRCHUS	$5259	$7396	
United Theological Seminary OH	ACCRED	I	WHITE	OH	UNMECH	$3419	$4371	$5.8
United Theological Seminary MN	ACCRED	I	WHITE	MN	UNCHCH	$1813	$2268	$3.5
Univ. of the South School of Theol	ACCRED	I	WHITE	TN	EPISCH	$1841	$2608	$9.5
University of Chicago	ACCRED	U	WHITE	IL	NDENOM	$3867	$5223	
University of Dubuque	ACCRED	I	WHITE	IA	PRCHUS	$1782	$2200	$9.8
University of Notre Dame	ACCRED	U	WHITE	IN	ROMCTH	$1648	$1648	
University of St. Mary of the Lake	ACCRED	I	WHITE	IL	ROMCTH	$3124	$4003	
University of St. Michael's Coll.	ACCRED	I	WHITE	ONTARI	ROMCTH	$1875	$1948	$1.0
University of St. Thomas	ACCRED	I	WHITE	TX	ROMCTH	$629	$629	
University of Winnipeg	ASSOC	I	WHITE	MANTBA	UNCHCA	$329	$329	
Vancouver School of Theology	ACCRED	I	WHITE	BRTCOL	NDENOM	$2490	$3349	$7.0
Vanderbilt University	ACCRED	U	WHITE	TN	NDENOM	$3111	$4204	$34.2
Virginia Union University	ACCRED	I	BLACK	VA	BPGNCF	$484	$524	$0.7
Wartburg Theological Seminary	ACCRED	I	WHITE	IA	EVLCAM	$2337	$3245	$7.0
Washington Theological Union	ACCRED	I	WHITE	MD	ROMCTH	$2214	$2264	$5.6
Waterloo Lutheran Seminary	ACCRED	I	WHITE	ONTARI	EVLUCA	$831	$892	$2.4
Wesley Biblical Seminary	CAND	I	WHITE	MS	NDENOM	$432	$469	$0.4
Wesley Theological Seminary	ACCRED	I	WHITE	DC	UNMECH	$3087	$3862	$4.3
Western Conservative Baptist Sem.	ASSOC	I	WHITE	OR	CNBPAA	$3639	$3923	$0.5
Western Evangelical Seminary	ACCRED	I	WHITE	OR	NDENOM	$1145	$1190	$1.7
Western Theological Seminary	ACCRED	I	WHITE	MI	RFCHAM	$1900	$2294	$5.0
Westminster Theological Seminary	ACCRED	I	WHITE	PA	NDENOM	$2584	$3173	$1.1
Weston School of Theology	ACCRED	I	WHITE	MA	ROMCTH	$2221	$2765	$0.6
Winebrenner Theological Seminary	CAND	I	WHITE	OH	CGODGC	$626	$670	$0.3
Winnipeg Theological Seminary	CAND	I	WHITE	MANTBA	NDENOM	$857	$1250	$0.2
Wycliffe College	ACCRED	I	WHITE	ONTARI	ANGCHC	$1451	$1728	$3.7
Yale University Divinity School	ACCRED	U	WHITE	CT	NDENOM	$5156	$7197	$33.0

Table 1.01 (continued)

Faculty			Enrollment Head Count		Enrollment FTE		Name
F.T.	P.T.	FTE	1990	1989	1990	1989	
15	12	19.2	102	116	92	116	St. Meinrad School of Theology
11	19	16.9	98	85	97	84	St. Patrick's Seminary
10	4	11.3	67	77	67	80	St. Peter's Seminary
	4	0.4	117	122	40	39	St. Stephen's College
			138	159	96	89	St. Thomas Theological Seminary
11	11	14.8	92	103	77	75	St. Vincent De Paul Regional
			88	88	73	74	St. Vladimir's Orthodox
4	13	6.8	50	43	54	51	Starr King School for the Ministry
4		4.0	9	8	5	8	Swedenborg School of Religion
23	15	28.9	553	539	346	346	Talbot School of Theology
							Toronto School of Theology
			114	132	114	103	Trinity College Faculty of Divinity
8	6	9.4	107	112	74	73	Trinity Episcopal School
36	37	46.1	1677	1499	999	937	Trinity Evangelical Divinity School
17	8	20.3	238	249	168	203	Trinity Lutheran Seminary
22	19	27.0	338	382	278	294	Union Theological Seminary NY
16	8	19.5	209	196	166	151	Union Theological Seminary VA
16		16.0	491	458	329	266	United Theological Seminary OH
6	8	7.6	210	231	120	133	United Theological Seminary MN
7	8	8.5	155	159	89	91	Univ. of the South School of Theol.
			314	300	304	237	University of Chicago
9	10	10.5	171	161	142	126	University of Dubuque
30	2	31.0	153	90	153	10	University of Notre Dame
20	16	22.8	290	287	265	254	University of St. Mary of the Lake
16	23	24.2	323	281	221	192	University of St. Michael's College
5	11	9.3	51	114	46	51	University of St. Thomas
3	9	7.5	136	138	53	42	University of Winnipeg
10	4	10.5	103	95	90	84	Vancouver School of Theology
18	22	22.0	293	302	183	201	Vanderbilt University
6	9	8.6	238	126	232	114	Virginia Union University
13	10	16.0	229	223	211	202	Wartburg Theological Seminary
18	21	24.7	306	344	165	145	Washington Theological Union
8	9	11.2	146	164	93	98	Waterloo Lutheran Seminary
4	6	5.5	64	75	34	39	Wesley Biblical Seminary
24	17	27.5	378	386	262	238	Wesley Theological Seminary
16		16.0	521		316		Western Conservative Baptist Sem.
11	16	14.7	155	146	90	94	Western Evangelical Seminary
9	8	10.3	145	152	91	96	Western Theological Seminary
15	26	23.1	530	483	410	384	Westminster Theological Seminary
17	14	20.5	195	222	159	174	Weston School of Theology
5	6	7.8	41	39	29	27	Winebrenner Theological Seminary
7	18	10.6	185	218	135	132	Winnipeg Theological Seminary
8	7	8.9	128	150	102	116	Wycliffe College
18	28	26.8	363	401	315	343	Yale University Divinity School

Table 1.02

Summary of Selected Institutional Characteristics		
Item	Number	Percent of All Schools
Schools integrally related to a University	22	10.4 %
Schools holding membership in a cluster	80	37.9 %
Schools that are primarily Asian		0.0 %
Schools that are primarily Black	6	2.8 %
Schools that are primarily Hispanic	2	0.9 %
Schools that are primarily White	203	96.2 %
Denominational schools	177	83.9 %
Interdenominational/Nondenominational	34	16.1 %
Canadian schools	30	14.2 %

Table 1.02: Summary of Selected Institutional Characteristics

The table offers data both in number and percentage for several types of schools. It is based on all schools, accredited and nonaccredited. University related schools are those related to a larger institution with at least two other graduate level professional schools or departments. Schools are classified as members of a cluster only if the relationship includes at least two other schools of theology. The clusters in the Association of Theological Schools are listed at the very end of the ATS Directory, Bulletin 39, Part 4, pp. 71-73. The six primarily Black schools are Hood Theological Seminary, Howard University School of Theology, Interdenominational Theological Center, Payne Theological Seminary, Shaw Divinity School, and Virginia Union University School of Theology. The primarily Hispanic schools are the Dominican Study Center of Bayamon Central University and the Evangelical Seminary of Puerto Rico.

Table 1.03

ATS Membership Structure and Changes

Status	Current Year Added	Current Year Total	Prior year Total	5 years ago	10 years ago
Accredited	3	181	179	168	155
Nonaccredited: Candid.	6	10	8	10	NA
Nonaccredited: Assoc.	4	20	18	21	40
Total:	13	211	205	199	195

Table 1.03: ATS Membership Structure and Changes

This table reports changes in ATS membership status for the past ten years. The Association has three categories of membership. The category of candidate for accredited membership was initiated in 1980. Candidates are those institutions which after review on the basis of Association procedures and standards have been authorized by vote of the Commission on Accrediting to begin the self-study process leading to an accreditation review. Candidacy status is normally granted for two years. Accredited members are those which after review on the basis of Association standards are elected by the Commission on Accrediting to accredited membership. Associate members are those which have met the criteria for associate membership prescribed by the Association and have been recommended by the Commission on Accrediting and elected by a two-thirds vote of the accredited members. They have no status as accredited but are assumed to be working toward it. The three categories of membership are described in the ATS Constitution, Bulletin 39, Part 1, Article IV, page 4, and in the ATS Procedures, Standards and Criteria for Membership, Bulletin 39, Part 3, pages 3-8.

Table 1.04a

Distribution of Schools by Total Head Count Enrollment				
Enrollment Size	Current year	Prior year	5 years ago	10 years ago
1 - 75	33	27	27	35
76 - 150	61	63	61	62
151 - 300	59	59	55	54
301 - 500	30	32	30	25
501 - 1000	19	16	17	13
over 1000	6	5	6	5
Total	208	202	196	194

Table 1.04a: Distribution of Schools by Total Enrollment--Head Count (HC)

This table reports the size of member schools in six groupings based on total enrollment (HC), both full-time and part-time. The data is based on the section on Enrollment of the ATS Annual Report Forms (EF-1). It includes all schools, accredited and nonaccredited, Canadian and U.S. It is comparable to the distribution of schools in the old ATS Fact Book for 1987-88, Table C-1, page 84. The reader will notice that the number of schools reporting enrollment is normally at least four less than the total number of member schools, e.g., as found in Table 1.03. This is because three of the member schools are either part of a larger institution which reports the enrollment--Berkeley Divinity School at Yale, and Bexley Hall at Colgate-Rochester--or a coordinating agency such as the Toronto School of Theology in which all enrollment is reported by the constituent member schools. The fourth missing school is Dominican Study Center of Bayamon Central University for which we have no data.

Table 1.04b

Distribution of Schools by FTE Enrollment				
FTE Size	Current year	Prior year	5 years ago	10 years ago
1 - 75	60	56	56	NA
76 - 150	64	66	65	
151 - 300	50	51	52	
301 - 500	23	18	18	
501 - 1000	7	8	8	
over 1000	3	3	3	
Total:	207	202	202	

Table 1.04b: Distribution of Schools by FTE Enrollment

This table reports the same categories of distribution as the previous Table 1.04a but based on full-time equivalent enrollment (FTE) in which part-time enrolled students are converted to full-time according to the sum of the percentages of full-time student load taken by part-time students, divided by one hundred. The FTE distribution is not available for 1980. The column is included in the table because it will be used in future editions. Please note that the total number of schools listed at the base of all columns in Tables 1.04a and 1.04b is the total number of the member schools reporting positive data for that column, not the total member schools for the Association in that particular year.

Table 1.05

Frequency Distribution of Schools by FTE Enrollment													
1-50	51-100	101-150	151-200	201-250	251-300	301-350	351-400	401-450	451-500	501-550	551-600	601-1000	> 1000
29	60	35	26	12	12	10	4	3	6		2	5	3

Table 1.05: Frequency Distribution of Schools by FTE Enrollment

Table 1.06

Levels of Educational Programs of Accredited Schools			
Level	Number of Schools at each level		
	Current yr	Prior yr	2 yrs ago
Associate Degree	7	6	6
Bachelor's Degree	16	16	12
D.Min./D.Miss. Degrees	86	87	86
M.A. Academic/M.A.R./M.T.S. Degree	136	138	132
M.A. Professional Degree	55	58	53
M.Div./M.R.E. Degree	168	173	170
Other	12	17	19
Ph.D./Th.D./Ed.D./S.T.D.	45	44	48
Postbaccalaureate Certificate	36	30	29
Postsecondary Award, Certificate, Diploma	33	36	31
S.T.M./Th.M. Degree	59	61	62

Table 1.06: Levels of Educational Programs of Accredited Schools

Table 1.06 lists only accredited schools, Canadian and U.S. It provides a listing of the number of schools which have reported degree programs in several major categories. The list follows the terminology of ATS Institutional Standard XIII on Nomenclature, Bulletin 39, Part 3, pp. 32-34. The only exceptions from this nomenclature are those categories which report bachelor's degrees or associate degrees for which the ATS does not offer approval since they are outside the stated scope of the Association as recognized and approved by COPA and the Division of Agency Evaluation of the USDE. Another exception is the postbaccalaureate certificate which is not a degree program. The information for the table is derived from the section on Institutional Characteristics (IC-1) of the ATS Annual Report Forms for the fall of 1990. The Master of Divinity or the Master of Religious Education is the first professional degree offered by all member schools with the exception of six which either offer degrees through another member school or which offer doctoral level degrees which are based on and presume the Master of Divinity.

CHAPTER I APPENDIX: DENOMINATIONAL CODES

ENROLLMENT FALL 1989
BY DENOMINATION

ATS-EF-3

Name of Respondent:

Title:

Phone Number: ( )

Denomination Code	Denomination	Line No.	First Professional Students (A)	All Other Students (B)
	Denominational Affiliation of Current Enrollment			
ADVSVD	Adventists, Seventh-Day	1		
ADCHCH	Advent Christian Church	2		
ANGCHC	Anglican Church of Canada	3		
ASYGOD	Assemblies of God	4		
	Baptist			
AMBCUS	American Bapt. Churches in the USA	5		
BPCVOQ	Bapt. Conven. of Ontario and Quebec	6		
BPGNCF	Baptist General Conference	7		
BPMSAA	Baptist Miss. Assoc. of America	8		
BPUNWC	Baptist Union of Western Canada	9		
CNBPAA	Conserv. Bapt. Assoc. of America	10		
GBSCNC	Gen. Baptist State Conv., N.C.	11		
INDBAP	Independent Baptist	12		
NTLBCV	National Baptist Convention	13		
NABPCF	North American Baptist Conference	14		
SDBGCF	Seventh Day Baptist Gen. Conference	15		
SBCONV	Southern Baptist Convention	16		
UNEBFC	Union d'Eglises Baptistes	17		
	Francaises au Canada			
UNBCAP	United Bapt. Con. (Atlantic Prov.)	18		
	Brethren			
BRCHCH	Brethren in Christ Church	19		
BRCHAO	Brethren Church (Ashland, Ohio)	20		
CHBRET	Church of the Brethren	21		
	Christian			
CCHCHC	Christian Chs. and Chs. of Christ	22		
CHCHDC	Christian Church (Disc. of Christ)	23		
SALVAR	Salvation Army	24		
CHMSAL	Christian and Missionary Alliance	25		
CHUCHR	Churches of Christ	26		

Denominational Affiliation of Current Enrollment				
Denomination Code	Denomination	Line No.	First Professional Students (A)	All Other Students (B)
	Churches of God			
CGODAI	Church of God (Anderson, Indiana)	270		
CGODCT	Church of God (Cleveland, Tennessee)	280		
CGODGC	Churches of God, General Conference	290		
CGODIC	Church of God in Christ	300		
CHRNAZ	Church of the Nazarene	310		
CCONCC	Con. of Congregational Christian Chs.	320		
EPISCH	Episcopal Church, The	330		
EVCHCA	Evangelical Church in Canada	340		
EVCGCH	Evangelical Congregational Church	350		
EVCVCH	Evangelical Covenant Church	360		
EVCCAM	Evangelical Covenant Church of America	370		
EVFRCA	Evangelical Free Church of America	380		
FSQGCH	Foursquare Gospel Church	390		
FRRELS	Friends, Religious Society of	400		
JEWISH	Jewish	410		
	Lutheran			
EVLUCH	Evangelical Lutheran Church	420		
EVLCAM	Evangelical Luth. Church in America	430		
EVLUCA	Evangelical Luth. Church in Canada	440		
LUCHCA	Lutheran Church-Canada	450		
LUCHMS	The Lutheran Church-Missouri Synod	460		
WIEVLS	Wisconsin Evangelical Lutheran Synod	470		
	Mennonite			
GNCFMC	General Conference Mennonite Church	480		
MBRCNA	Mennonite Brethren Church in N. A.	490		
MENCHU	Mennonite Church	500		
MENOTH	Mennonite, Other	510		
	Methodist			
AFRMEP	African Methodist Episcopal	520		
AFRMEZ	African Methodist Episcopal Zion	530		
CHMEEP	Christian Methodist Episcopal	540		
FRMECH	Free Methodist Church	550		
INMECH	Independent Methodist	560		
UNMECH	United Methodist Church	570		
WESLCH	Wesleyan Church	580		

Denominational Affiliation of Current Enrollment				
Denomination Code	Denomination	Line No.	First Professional Students (A)	All Other Students (B)
	Moravian			
MORCHA	Moravian Church in America	590		
MUSLIM	Muslim	600		
NDENOM	Inter-Nondenominational	610		
	Presbyterian			
AREFPC	Associate Reformed Presbyterian Ch.	620		
CMPRCH	Cumberland Presbyterian Church	630		
EVPRCH	Evangelical Presbyterian Church	640		
PRCHAM	Presbyterian Church in America	650		
PRCHCA	Presbyterian Church in Canada	660		
PRCHUS	Presbyterian Church (U.S.A.)	670		
	Orthodox			
GROXNS	Greek Orth. Archdiocese in N/S. Amer.	680		
OXCHAM	Orthodox Church in America (Russian)	690		
OXOTHR	Orthodox, Other	700		
	Reformed			
CHREFC	Christian Reformed Church	710		
RFCHCA	Reformed Church in Canada	720		
RFCHAM	Reformed Church in America	730		
RFPRES	Reformed Presbyterian	740		
	Roman Catholic			
RCTHCN	Roman Catholic, Canadian	750		
RCTHUS	Roman Catholic, U. S.	760		
RCOTH	Roman Catholic, Other	770		
	Swedenborgian Church			
GCNJER	New Jerusalem, General Church of	780		
GCSWED	Swedenborgian Church, Gen. Conv. of	790		
UNTUNV	Unitarian Universalist	800		
UNCHCA	United Church of Canada	810		
UNCHCH	United Church of Christ	820		
OTHER	Other	850		
TOTAL	TOTAL (Lines 1-850)	900		

NOTES

CHAPTER II: ENROLLMENT

INTRODUCTION

All ATS members are required to submit each fall a comprehensive set of Annual Report Forms. The tables in the ATS Fact Book are based on the data from these forms. The most extensive section of the reports is that on Admissions and Enrollment (A-1, EF-1-6, C-1) which embraces reports on total enrollment (HC) and full-time equivalent enrollment (FTE); on enrollment by age, race, and denomination; enrollment by specific degree programs; a listing of academic doctoral candidates by name and projected graduation date. It includes further a report of completions by degree program of off-campus programs, their number and enrollment; and of the number of first-year students. For several of these categories, e.g., age of students, 1988 was the first year in which this information was requested. The thirteen tables in this section were selected as the more significant for this second revised edition. Additional tables will be published in future editions as the computer programs are validated and as sufficient data for trend analysis becomes available. The data on enrollment are substantially more extensive than were requested prior to 1988. The definitions of the categories have been stated with great care. Together with the categories themselves, the definitions follow as closely as possible those of the Common Language for Postsecondary Accreditation: Categories and Definitions for Data Collection (1985 NCHEMS and COPA, Washington, D.C.) and the Integrated Postsecondary Education Data System (IPEDS).

Comparable Data: The 1987-88 ATS Fact Book offers comparable summary data in Tables 1-20, pp. 1-24. The detailed tables on which the summary depends are found in the latter part of the book, Tables C-1 to M, pp. 84-120. Comparable data for the broader community of higher education is readily available in the 1990-91 Fact Book on Higher Education prepared by the American Council on Education (ACE/MacMillan, New York). A basis for interesting comparisons will be found especially in their chapter on Enrollment and in their chapter on Earned Degrees.

The reader should bear in mind that the number of schools reporting enrollment data in a given category for the ATS Fact Book will be smaller at least by four than the total number of member schools. Of the nonreporting institutions, one is a consortium in which all enrollment is reported by the member institutions; two have become part of a larger institution while retaining their corporate identity. The larger institution reports all enrollment. And one has not submitted data.

Another factor which affects comparability of data in any revised Fact Book with data in prior editions is the change in the guidelines for the reporting of full-time equivalent enrollment which began with the 1988 Annual Report Forms and which will be described in the commentary on the appropriate tables. In addition, the denominational codes were augmented substantially to reflect the diversity of membership in the Association.

Table 2.01

Number of Applicants, Acceptances, and Enrollees				
	M.A.	M.Div.	D.Min.	Other Doctorates
Total Applicants				
Fall 1990	5492	11909	1664	1850
Fall 1989	5053	10744	1566	1661
Total Acceptances				
Fall 1990	4338	9691	1106	889
Fall 1989	4016	9004	1391	706
Total Enrollees				
Fall 1990	3268	7365	942	555
Fall 1989	3066	7050	1141	470
Acceptance/Applicant %				
Fall 1990	79.0%	81.4%	66.5%	48.1%
Fall 1989	79.5%	83.8%	88.8%	42.5%
Enrollment/Acceptance %				
Fall 1990	75.3%	76.0%	85.2%	62.4%
Fall 1989	76.3%	78.3%	82.0%	66.6%

Table 2.01: Number of Applications, Acceptances, and Enrollees

This data is reported for the four major degree categories as requested of member schools in the Admissions section (A-1) of the revised ATS Annual Report Forms. The first column reports admissions for all M.A. programs, academic or professional. The second, for the Master of Divinity program, whether a three- or a four-year program; the third, for the Doctor of Ministry; and the fourth for all other doctorates including the Ph.D., Th.D., S.T.D., Ed.D., D.Miss., and the Doctor of Sacred Music. There is an increase in every category except D.Min. enrollees. The reader must be mindful, however, that the number of schools is not held constant. At the 1990 Biennium, seven new schools came into membership. The data also only refects those schools who submit data during any given year. Longer term correlations and comparisons of admissions and completions in each major category and between the categories can be helpful to schools in tracking vocational trends. The relation of acceptances to applicants and of enrollees to applicants are of obvious interest to all admissions officers. Patterns in these ratios among denominational seminaries will vary considerably depending on the level and intensity of pre-screening of applicants by the denomination.

Definitions: The acceptance percentage is the number of applicants accepted divided by the number of applicants. The enrollment percentage is the number of acceptances enrolled divided by the number of applicants accepted. An applicant is someone formally requesting admission to a program. Acceptance is formal notification of admittance by the school. An enrollee is a student who actually enrolls after being accepted.

Table 2.02

Number Initially Enrolled Each Year						
	Sep-85	Sep-86	Sep-87	Sep-88	Sep-89	Sep-90
M.Div.					7050	7365
M.A.					3066	3268
D.Min.					1141	942
Doctorates other than D.Min.					470	555

Table 2.02: Number Initially Enrolled Each Year

This table makes use of the same data as Table 2.01, but it presents the data as a five-year trend table. As indicated under Table 2.01 there is an increase in every category except the D.Min. program. Additional years will be added from the ATS Annual Report Forms in succeeding years.

Table 2.03

Admission Policies as Reported Regarding Undergraduate GPA and GRE Scores: Fall 1990				
	M.A.	M.Div.	D.Min.	Doctorates
Number reporting a minimum GPA policy	117	141	32	17
Lowest minimum GPA required	2.00	2.00	2.00	2.50
Highest minimum GPA required	3.50	3.50	3.50	4.00
Average minimum GPA required	2.60	2.41	2.91	3.17
Number reporting a minimum GRE Policy	17	20	5	13
Lowest minimum GRE required	400.00	400.00	400.00	450.00
Highest minimum GRE required	600.00	600.00	580.00	660.00
Average minimum GRE required	475.88	471.50	486.00	558.46

Table 2.03: Admission Policies as Reported Regarding Undergraduate GPA and GRE Scores: Fall 1990

The revised ATS Annual Report Forms request information in the section on Admission Data (A-1) on the minimum requirements for the cumulative undergraduate grade point average (GPA) and for the Graduate Record Examinations (GRE). The GRE is an entrance test for graduate programs and is administered by the Educational Testing Service (ETS) of Princeton, NJ. It consists of two parts, the verbal test and the analytical test. The GRE score reported in this table is the sum of these two parts. The lowest required score, the highest and the average of all reported scores are listed. The grade point average (GPA) is calculated on a four point scale in which A=1, B=2, C=3, D=1. Any GPA reported on a different scale was converted to a four point scale for the sake of the comparative table.

Table 2.04a

Total Enrollment in Member Schools							
Year	Number Reporting	M.Div. & Interns	Th.D., STD & Ph.D.	D.Min.	Others	Total	Percent Change
1985	196	28,404	2,737	6,345	18,891	56,377	--
1986	201	28,085	2,791	6,430	19,022	56,328	-0.09%
1987	201	27,272	2,857	6,255	19,382	55,766	-1.00%
1988	202	26,598	2,968	6,074	20,105	55,745	-0.04%
1989	202	25,966	3,128	6,459	20,618	56,171	0.76%
1990	208	25,482	3,267	6,738	23,546	59,033	5.09%

Table 2.04a: Total Head Count (HC) Enrollment in Member Schools

This table includes all schools, U.S. and Canadian, accredited and nonaccredited. It reports enrollment with a five-year trend. Please note that statistics for 1986, and 1987 were taken from data submitted in the pre-1988 unrevised Annual Report Forms and published in the ATS Fact Book for those respective years. The statistics for 1988, 1989 and 1990 derive from data submitted in the section on Enrollment (E-1) of the revised Annual Report Forms in the fall. The left-hand column reports the number of schools reporting enrollment data for that year. The total enrollment is divided into four categories which reflect three of the major degree programs together with all other programs grouped in the fourth category. The M.Div. includes all students reported as enrolled in a three or four-year Master of Divinity program together with those in comparable nondegree preordination programs on EF-1, page 2, or as interns on EF-1, page 4. Interns are reported as enrolled when the internship is under the supervision of the school and is integral to the completion of the program. The Th.D., S.T.D. and Ph.D. are the traditional academic doctorates which constitute the major source for staffing of the graduate level theological schools. The Doctor of Ministry is the highest level professional degree program.

This is the first year since 1984-85 that we have an increase from 56,466 to 58,921. In 1989 the steady decline reversed itself. The 1990 definite increase is in part a reflection of the increase in the number of schools.

Table 2.04b

Total FTE Enrollment in Member Schools							
Year	Number Reporting	M.Div. & Interns	Th.D., STD & Ph.D.	D.Min.	Others	Total	Percent Change
1988	202	21,537	2,022	2,380	10,863	36,802	--
1989	202	21,169	2,329	3,386	11,214	38,089	3.52%
1990	207	21,029	2,473	3,685	13,411	40,598	6.56%

Table 2.04b: Total Full-Time Equivalent (FTE) Enrollment in Member Schools

This table includes all schools, U.S. and Canadian, accredited and nonaccredited. It will report enrollment on a five-year trend. The present table includes only the statistics for fall 1988, fall 1989 and fall 1990. We hesitate to publish FTE enrollment statistics from pre-1988 editions of the Fact Book because the guidelines for the calculating of FTE students were amended for the 1988 and 1989 ATS Annual Report Forms, a change which would necessarily affect the continuity of data. The guidelines for 1988 follow the definitions and guidelines of the Common Language for Postsecondary Accreditation, page 72, published by MCHEMS and COPA. The FTE is now calculated simply by dividing the total number of student credit hours taken by a full-time student as required for completion of a given degree program in the stated duration of that program. If a number of students taken an overload of courses, the school may well report a higher FTE than head count (HC). Instructions for pre-1988 editions of the Fact Book indicated that the FTE should not be higher than the HC. A second change in the guidelines for reporting FTE enrollment was initiated for the fall 1989 Annual Report Forms. In light of the innate difficulty in calculating full-time equivalency for doctoral level students and in view of the lack of consistency in the way in which schools reported such enrollment, the guidelines now specify simply that for doctoral level students the full-time equivalent equals the head count of students who are actively engaged in course work, projects, and/or dissertation work. Not included are persons paying continuation fees but who are not actively engaged in course work, projects and/or dissertation work. This means that the number reported as legitimately enrolled by head count for doctoral level programs will be the same as the full-time equivalent number. The higher FTE enrollment in 1990 by comparison with 1989, an increase of 6.56 %, is accounted for entirely by the higher number of FTE doctoral level enrollees. In light of this, it is understandable that the 1989 FTE data and statistics will constitute a new base for trend analysis in succeeding years. It is important to note the M.Div. FTE enrollment for 1990 has declined reflecting the part-time status of many students. For the sources of the data and the definition of the four categories the reader is referred to the commentary on Table 2.04a which uses exactly the same categories as 2.04b.

Table 2.06

Comparable Enrollments: Same Institutions Reporting Head Count							
	Total Enrollment			Total Enrollment			
	Same 191 Schools			Same 208 Schools		Same ____ Schools	
Year	H.C.	% Change	Year	H.C.	% Change	H.C.	% Change
1985	55,878		1990	59,033			
1986	55,301	-1.02%	1991				
1987	54,800	-0.91%	1992				
1988	54,377	-0.77%	1993				
1989	54,828	+0.83%	1994				

Table 2.06: Comparable Enrollments: Same Institutions Reporting--Head Count

Previous editions of the ATS Fact Book have attempted to report the change in head count enrollment in a given number of institutions which have been members of the Association and have submitted Annual Report Forms for the intervening years. The present Fact Book reports both the first sequence of five years of data 1985-1989 for the same 191 schools and the first year of the second sequence of five years beginning with 208 schools. An analysis of the first sequence is in the 1988-89 and 1989-90 Fact Book. The 1990 count begins a new base. Any schools dropping out before 1995 will be eliminated from all calculations in any subsequent Fact Book. Any schools admitted to the Association or sending in Annual Report Forms beginning in 1991 will not be counted in this table.

We propose to track the "same institutions reporting" for up to 15 years and to initiate a new grouping every five years. This purpose will account for the three columns for statistics on Table 2.06. The trend analysis which flows from this table offers an accurate record of the growth or decline of a control group of institutions.

NOTES

Table 2.07

Comparison of Total Enrollment: Total Individuals and Full Time Equivalent						
Year	Headcount	% Change	FTE	% Change	FTE % of Headcount	Number Reporting
1988	55,745	--	36,802	--	66.02%	202
1989	56,171	0.76%	38,098	3.52%	67.83%	202
1990	59,033	5.10%	40,598	6.56%	68.77%	208

Table 2.07: Comparison of Total Enrollment--
Total Individuals (HC) and Full-Time Equivalent

This table will provide a three-year trend analysis of the ratio of full-time equivalent to head count enrollment for the number of member schools reporting head count enrollment for that year. These statistics for this table are taken from the total head count enrollment in Table 2.04a and the total FTE enrollment in Table 2.04b. As was explained in the commentary on Table 2.04b, the percentage change in FTE enrollment from 1988 to 1989 was an increase of 3.52% which was occasioned almost entirely by the change in guidelines for the 1989 ATS Annual Report Forms for the reporting of FTE enrollees for doctoral level programs. Starting with that year the full-time equivalent for doctoral level students equals the head count of such students that are actively engaged in course work, projects, and/or dissertation work. The 1990 increase of 6.56% reflects the high number of FTE doctoral level enrollees as well as the increase in the number of schools.

Table 2.10: Total Enrollment by Degree Types--HC and FTE

This table reports the total enrollment both by head count and full-time equivalency for 1989 and 1990 distributed among eight principal categories of programs in which the schools report enrollment on the ATS Annual Report Forms in Sections EF-1 and 2. The changes in the percentage of enrollment in each type of program in relation to total enrollment is a matter of great importance both to the schools and to the denominations for the purpose of long-range planning. Table 2.12 complements this table in reporting both head count and FTE enrollment in addition by the specific degree programs within each category. The statistics for Tables 2.10 and 2.12 are derived from the ATS Annual Report Forms (EF-1) for the fall of 1989 and the fall of 1990. They are based on the data submitted by the schools in the following categories of the enrollment form (EF-1): The first category "Professional/Academic 1 or 2 years Post-Baccalaureate" includes all the M.A. programs listed on page 1 of the EF-1 Report Form. The second category "Professional 3 Years Post-Baccalaureate" includes all enrollees reported on EF-1, page 2, columns A, B, C, and D. The third category "Professional 4 Years Post-Baccalaureate" includes all enrollees reported on EF-1, page 2, columns E, F. G, and H. The fourth category "Professional Post-Baccalaureate Doctoral Programs" includes all enrollees reported on EF-1, page 3, columns A through H (D.Min., D.Miss., Ed.D., D.Sac.Music). The fifth category "Certificate and Diploma Programs" includes all enrollees reported on EF-1, page 4, columns A and B. The sixth category "Special/Unclassified" includes all enrollees reported on EF-1, page 4, columns C and D. The seventh category "Interns" includes all those reported on EF-1, page 4, columns E and F. The last category "Academic Post-M.A./M.Div. programs includes all those reported on EF-1, page 4, columns A through F (includes Th.M., Th.D., and Ph.D.). Please note that the head count enrollment reported in Table 2.10 is slightly lower than that reported in Table 2.20 because Table 2.10 includes several corrections of the original reports submitted by the member institutions.

Table 2.10

Total Enrollment by Degree Types				
Degree Types	1989	1990	Percent of 1990 total HC	Percent of 1990 total FTE
Professional/Academic 1 or 2 years post-baccalaureate				
Head Count	10544	11431	19.36	
FTE	6466	7450		18.35
Professional 3 years post-baccalaureate (excluding intern year)				
Head Count	22676	21227	35.95	
FTE	18059	16971		41.80
Professional 4 years post-baccalaureate (excluding intern year)				
Head Count	2831	3911	6.63	
FTE	2628	3669		9.04
Professional post-baccalaureate doctoral programs				
Head Count	7001	7414	12.56	
FTE	3795	4099		10.10
Certificate and diploma programs (non-preordination only)				
Head Count	3199	3211	5.44	
FTE	1611	1804		4.44
Special/Unclassified				
Head Count	4676	5743	9.73	
FTE	1584	2070		5.10
Interns				
Head Count	886	883	1.50	
FTE	858	795		1.96
Academic post-M.A./M.Div. programs				
Head Count	4358	5213	8.83	
FTE	3097	3740		9.21
Total				
Head Count	56171	59033	100.00	
FTE	38098	40598		100.00

Table 2.12

Enrollment by Degree

Degrees		1988	1989	1990	Percent of total FTE: 1990
Professional/Academic 1 or 2 years post-baccalaureate					
M.Rel.Ed.	Head Count	2277	2164	1949	
	FTE	1292	1405	1409	
M.Ch.Music	Head Count	553	498	442	
	FTE	354	325	381	
M.A./M.A.R./M.T.S.	Head Count	5402	5467	6149	
	FTE	3353	3224	3607	
M.A. in (Special)	Head Count	2258	2415	2891	
	FTE	1388	1512	2053	
Subtotal	Head Count	10490	10544	11431	
	FTE	6387	6466	7450	18.35%
Professional 3 years post-baccalaureate (excluding intern year)					
Nondegree Preord.	Head Count	242	237	303	
	FTE	222	178	194	
M.Div. (S.T.B.)	Head Count	22982	22439	20924	
	FTE	18216	17881	16777	
Subtotal	Head Count	23224	22676	21227	
	FTE	18438	18059	16971	41.80%
Professional 4 years post-baccalaureate (excluding intern year)					
Nondegree Preord.	Head Count	133	190	236	
	FTE	105	198	212	
M.Div. (S.T.B.)	Head Count	2673	2641	3675	
	FTE	2437	2430	3457	
Subtotal	Head Count	2806	2831	3911	
	FTE	2542	2628	3669	9.04%
Professional post-baccalaureate doctoral programs					
D.Min	Head Count	6074	6459	6738	
	FTE	2380	3386	3685	
D.Miss.	Head Count	143	218	296	
	FTE	64	104	144	
D.R.E./Ed.D.	Head Count	226	264	326	
	FTE	174	251	222	
D.Sac.Mus./D.M.A.	Head Count	65	60	54	
	FTE	60	54	48	
Subtotal	Head Count	6508	7001	7414	
	FTE	2678	3795	4099	10.10%
Certificate and diploma programs (non-preordination only)					
	Head Count	2549	3199	3211	
	FTE	1573	1611	1804	4.44%
Special/Unclassified					
	Head Count	5022	4676	5743	
	FTE	1537	1584	2070	5.10%
Interns					
	Head Count	943	886	883	
	FTE	884	858	795	1.96%

Table 2.12 (continued)

Enrollment by Degree					
Degrees		1988	1989	1990	Percent of total FTE: 1990
Academic post-M.A./M.Div. programs					
S.T.M./Th.M.	Head Count	1235	1230	1946	
	FTE	741	768	1267	
Th.D./S.T.D.	Head Count	594	560	551	
	FTE	372	425	381	
Ph.D.	Head Count	2374	2568	2716	
	FTE	1650	1904	2092	
Subtotal	Head Count	4203	4358	5213	
	FTE	2763	3097	3740	9.21%
Total	Head Count	55745	56171	59033	
	FTE	36802	38098	40598	100.00%

Table 2.12: Enrollment by Degree--HC and FTE

This table reports the enrollment for all member schools, both Canadian and U.S., accredited and nonaccredited, for the fall of 1988, 1989 and 1990. With the data from succeeding years this table will offer a four-year trend for each degree and each category. The listing follows the order in which the degree programs and other programs are listed in the enrollment section (EF-1) of the ATS Annual Report Forms. Although most categories will be obvious to the reader, the distinction in the M.A. programs is worth noting. The M.A./M.A.R./M.T.S. represents the two-year academic master's level programs which may be research oriented or "general academic" without the focus on research methodology. This reflects the fact that some seeking a master's degree of this kind will be preparing for doctoral level work whereas others will have a variety of reasons for seeking an advanced level of preparation in theology. The next category, M.A. in (Special) is the professional M.A. two-year program which helps prepare people for a specialized ministry in contrast with the Master of Divinity (M.Div.) which is a basic three-year program of general preparation for the full range of ministry. The professional M.A. is always qualified in its title by the area of specializations, e.g., M.A. in Pastoral Counseling.

The 1990-91 revised Fact Book is the second one in which the complete listing of enrollment in the individual degree programs is reported in the categories of the revised Annual Report Forms.

NOTES

Table 2.20: Enrollment Summary by Degrees, Gender, and Race--Head Count

This table presents in summary form enrollment by gender and race in all the major categories of programs and in the specific degree and nondegree programs as reported by member schools in the ATS Annual Report Forms for fall 1990. The data are found in the section entitled Enrollment (EF-1) of the Report Forms. These tables present only the broader categories of degree and nondegree programs. The more detailed information regarding enrollment in these categories by specific degree and nondegree programs will be found in the tables in the latter part of the old 1987-88 Fact Book: C-2 for enrollment of Blacks; C-3 for enrollment of women; C-4 for enrollment of Hispanic/Americans; and C-5 for enrollment Pacific/Asian Americans (pp. 85-88). A major difference between the post-1988 forms and pre-1988 forms is that the revised 1988 Annual Report Forms and all later forms provide a separate category for Non-Resident Alien or Visa students. This group constituted 7.1 percent of total head count enrollment for the fall of 1990. In prior years they were simply grouped as "all others." The distinction was not as clearly drawn as at present.

Definitions: The fall 1988, 1989 and 1990 ATS Annual Report Forms have followed the definitions of race/ethnic identification found in A Common Language for Postsecondary Accreditation published by NCHEMS and COPA.

a) Black, Not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.
b) Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
c) Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa, India, and Viet Nam.
d) American Indian, Alaskan Native, or Inuit. A person having origins in any of the original peoples of North American and maintaining cultural identification through tribal affiliation or community recognition.
e) White Not of Hispanic Origin. A person having origins in any of the original peoples of Europe, North African, or the Middle East.
f) Nonresident Alien or Visa. A person who is not a citizen or national of the home country of the institution and who is in the country on a visa or temporary basis and does not have the right to remain indefinitely.

Table 2:20 (continued)

Comparable Data:

Women: The 17,501 women enrolled (HC) in the ATS membership in the fall of 1990 constituted 29.7 percent of total enrollment and an increase in numbers of 4.7 percent from 1989. In 1974 there were 5,255 women or 14.3 percent of total enrollment; and in 1979 there were 10,204 women or 21.1 percent. There has been a steady growth in numbers and percentage every year. 1990 reported a greater growth in numbers (+975) but only a .4 increase in percentage of total enrollment.

Blacks: The 4,303 Blacks (HC) enrolled in the ATS membership in the fall of 1990 constituted 7.1 percent of total enrollment, an increase of .3 percent from 1989. In 1974 there were 1,246 Black students enrolled, or 3.4 percent; in 1979 there were 2,043, or 4.2 percent. The intervening years have seen a steady growth in Black enrollment which averaged +6.3 percent per year for the past 5 years. The year 1990 reported a growth of 342 students, 8.6 percent more than in 1989. There is reason for encouragement in these statistics, although national data indicate that Blacks in the 18-24 year age bracket constituted 14.7 percent of total population for that group (1989-90 Fact Book on Higher Education, ACE, page 12).

Hispanic Americans: The 1,904 Hispanic Americans enrolled in the ATS membership in the fall of 1990 constituted 3.2 percent of total enrollment, an increase of .6 percent over 1989. In 1974 there were 448 Hispanic American students, or 1.3 percent of total enrollment; in 1979 there were 322, or 1.7 percent of total enrollment. The intervening years have seen a steady but slow growth in the enrollment of this group. The year 1990 reported a large growth of 414 students, 27 percent more than in 1989. With only 3.2 percent of total enrollment this group still remains sorely underrepresented in member schools, but 1990 shows tremendous improvement.

Asian/Pacific Islander: The 2,439 Pacific/Asian students enrolled in the ATS membership in the fall of 1990 constituted 4.1 percent of total enrollment, an increase of .4 percent from 1989. In 1979 there were 577 Pacific/Asian students enrolled, or 1.2 percent of total enrollment. The intervening years have seen a very rapid growth in the enrollment of this group which averaged 14.2 percent per year. 1990 showed an increase of 18.1 percent. The determination of this group to provide for itself an educated ministry is obvious in these statistics.

Table 2.20

Fall 1990 Enrollment Summary by Degree, Gender, and Race: Headcount

Degrees	Non Resident Alien or Visa		Black Non-Hispanic		Native American Alaskan, Inuit		Asian or Pacific Island.		Hispanic		White Non-Hispanic		Total	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional/Academic 1 or 2 years post-baccalaureate														
M.Rel.Ed.	54	82	59	44	6	2	23	32	14	17	932	712	1088	889
M.Ch.Music	42	22	6	5	2	0	0	8	2	0	290	91	342	126
M.A./M.A.R./M.T.S.	311	149	170	150	7	4	155	88	110	51	2516	2328	3269	2770
M.A. in (Special)	134	84	100	128	2	2	55	51	52	22	1087	1198	1430	1485
Professional 3 years post-baccalaureate (excluding intern year)														
Nondegree Preord.	15	4	16	9	2	0	5	0	4	0	151	54	193	67
M.Div. (S.T.B.)	851	158	1308	659	37	16	828	111	301	73	12096	4441	15421	5458
Professional 4 years post-baccalaureate (excluding intern year)														
Nondegree Preord.	16	0	3	0	0	0	11	0	18	0	172	16	220	16
M.Div. (S.T.B.)	177	23	81	20	1	0	135	6	272	35	2507	411	3173	495
Professional post-baccalaureate doctoral programs														
D.Min	547	64	381	59	11	0	248	15	88	12	4750	554	6025	704
D.Miss.	50	4	4	0	0	0	17	3	2	0	207	9	280	16
D.R.E./Ed.D.	38	18	5	4	0	0	8	7	1	3	182	60	234	92
D.Sac.Mus./D.M.A.	1	1	0	0	0	0	0	0	0	0	45	7	46	8
Certificate and diploma programs (non-preordination only)	90	60	286	141	11	9	66	46	463	122	1187	691	2103	1069
Special/Unclassified	217	113	237	171	8	6	134	66	87	65	2093	2499	2776	2920
Interns	40	3	17	11	1	0	12	0	18	2	545	234	633	250
Academic post-M.A./M.Div. programs														
S.T.M./Th.M.	311	42	100	6	1	0	162	7	28	4	1127	151	1729	210
Th.D./S.T.D.	110	15	17	8	1	9	26	2	5	0	255	110	414	135
Ph.D.	279	61	69	29	4	2	85	27	24	9	1457	663	1918	791
Total	3283	903	2859	1444	94	41	1970	469	1489	415	31599	14229	41294	17501

Table 2.23

Denomination Affiliation of Current Enrollment					
Denomination	First Professional Schools	First Professional Count	All Others Schools	All Others Count	Number of Schools With These Students
Advent Christian Church	4	5	6	13	8
Adventists, Seventh-Day	17	295	34	324	43
African Methodist Episcopal	45	214	38	113	58
African Methodist Episcopal Zion	21	71	14	30	26
American Bapt. Churches in the USA	65	690	80	661	94
Anglican Church of Canada	17	214	29	211	35
Assemblies of God	54	380	49	540	75
Associate Reformed Presbyterian Ch.	9	37	9	26	12
Bapt. Conven. of Ontario and Quebec	8	97	14	76	16
Bapt. Union of Western Canada	6	19	10	22	12
Baptist General Conference	25	197	28	268	38
Baptist Miss. Assoc. of America	16	49	16	65	26
Brethren Church (Ashland, Ohio)	4	5	7	34	8
Brethren in Christ Church	11	21	17	33	21
Christian and Missionary Alliance	36	263	40	369	51
Christian Chs. and Chs. of Christ	24	285	22	309	32
Christian Church (Disc. of Christ)	50	376	64	292	76
Christian Methodist Episcopal	17	61	19	29	30
Christian Reformed Church	17	156	28	146	33
Church of God (Anderson, Indiana)	28	90	30	92	46
Church of God (Cleveland, Tennessee)	8	144	18	74	18
Church of God in Christ	19	60	19	32	31
Church of the Brethren	22	77	22	56	32
Church of the Nazarene	32	303	44	251	56
Churches of Christ	25	130	35	219	47
Churches of God, General Conference	14	36	12	27	23
Con. of Congregational Christian Chs.	19	37	24	61	34
Conserv. Bapt. Assoc. of America	15	138	24	302	27
Cumberland Presbyterian Church	9	35	11	16	17
Episcopal Church, The	70	944	101	960	109
Evangelical Church in Canada	1	1	2	2	2
Evangelical Congregational Church	7	39	11	23	14
Evangelical Covenant Church	21	148	23	129	31
Evangelical Covenant Church of America	1	3	1	3	1
Evangelical Free Church of America	25	212	36	482	40
Evangelical Luth. Church in America	48	1448	60	898	71
Evangelical Luth. Church in Canada	6	57	11	88	14
Evangelical Lutheran Church	18	33	33	89	40
Evangelical Presbyterian Church	14	59	15	94	22
Foursquare Gospel Church	11	60	9	64	15
Free Methodist Church	16	75	25	112	33
Friends, Religious Society of	18	81	33	73	38
Gen. Baptist State Conv., N.C.	6	50	4	41	7
General Conference Mennonite Church	13	56	22	76	26
Greek Orth. Archdiocese in N./S. America	3	73	15	27	15
Independent Baptist	27	220	36	392	41
Independent Methodist	6	7	8	17	11
Inter-Nondenominational	46	782	49	1045	59
Jewish	7	10	27	93	31
Lutheran Church-Canada	4	49	11	42	11
Lutheran Church-Missouri Synod, The	24	708	42	337	49
Mennonite Brethren Church in N.A.	11	55	12	84	15
Mennonite Church	24	109	31	172	38
Mennonite, Other	8	26	14	49	16
Moravian Church in America	8	22	14	37	18
Muslim	2	4	3	9	5
National Baptist Convention	42	337	35	203	52
New Jerusalem, Gen. Church of	0	0	1	1	1
North American Baptist Conference	11	59	16	79	20

(continued)

Table 2.23 (continued)

Denomination Affiliation of Current Enrollment					
Denomination	First Professional Schools	First Professional Count	All Others Schools	All Others Count	Number of Schools With These Students
Orthodox Church in America (Russian)	2	3	5	6	6
Orthodox, Other	7	64	18	83	21
Other	108	1629	141	5635	154
Presbyterian Church (U.S.A.)	78	1531	90	1911	102
Presbyterian Church in America	25	472	30	424	34
Presbyterian Church in Canada	14	138	22	106	27
Reformed Church in America	22	150	28	141	37
Reformed Church, Canada	2	3	5	8	7
Reformed Presbyterian	6	25	4	5	9
Roman Catholic, Canada	17	394	22	585	30
Roman Catholic, Other	22	209	30	256	38
Roman Catholic, United States	95	2896	104	3398	120
Salvation Army	8	12	14	25	18
Seventh Day Baptist Gen. Conference	3	4	1	3	4
Southern Baptist Convention	63	4038	75	6064	89
Swedenborgian Church, Gen. Convention of	1	3	1	6	1
Union d'Eglises Baptistes	0	0	1	2	1
Unitarian Universalist	31	207	33	106	48
United Bapt. Con. (Atlantic Prov.)	5	68	4	38	7
United Church of Canada	20	292	27	316	33
United Church of Christ	63	606	69	601	81
United Methodist Church	95	3161	106	2192	123
Wesleyan Church	21	90	20	63	30
Wisconsin Evangelical Lutheran Synod	1	1	4	4	5
TOTAL	204	26113	200	32987	207

Table 2.23: Denominational Affiliation of Current Enrollment--Head Count

This table reports the denominational status of enrollees in two categories. The first is First Professional Degrees which includes all those who are enrolled in the basic 3 or 4 year first professional degree programs which in most, but not all, denominations lead to full-time ordained ministry. This category includes enrollees reported on the ATS Annual Report Forms for 1990, EF-1, page 2, columns A through I. The category also includes interns reported on EF-1, page 4, columns E and F, where interns are reported if they are in programs under the supervision of the school and where the internship is integral to the completion of the degree program. The other category, "All Others" embraces all students enrolled in other programs whether other degrees, certificates, diploma programs, or special/unclassified. The number of schools in which students are enrolled in each category are listed in the column to the right of that category. A fourth column on the far right of the page lists the number of unduplicated schools in which students of that denomination are listed.

The number of denominations listed in any revised edition of the ATS Fact Book is more extensive than the listing provided in pre-1988 editions of the Fact Book. The editors trust that the expanded listing will better represent the diversity of membership in the Association. The purpose of a separate listing of those enrolled

in first professional programs for full-time ministry, whether degree or nondegree students, is to offer the denomination as accurate an accounting as possible of the number enrolled from that denomination who would be preparing for full-time ministry. In this respect the revised editions of the ATS Fact Book have taken a substantial step beyond the statistics provided in earlier editions of the Fact Book.

Table 2.29

Total Completions from Member Schools							
Year	Number Reporting	M.Div. & Interns	Th.D., STD & Ph.D.	D.Min.	Others	Total	Percent Change
1988	199	6540	334	930	4688	12492	--
1989	200	6503	345	951	4848	12647	1.2%
1990	204	6281	405	973	5263	12922	2.2%

Table 2.29: Total Completions from Member Schools

This table reports the number who have completed degree programs and were graduated from all member schools. This includes all U.S. and Canadian schools, both accredited and nonaccredited. The statistics record completions for the "number of schools reporting" for each year. There is a slight difference in the number of schools which reported enrollment data from the number actually reporting completions. Statistics for Tables 2.29 and 2.32 are taken from the Completions form (C-1) of the ATS Annual Report Forms for fall 1988, fall 1989 and fall 1990. The table is intended to offer a three year trend with regard to completions. The M.Div. category includes all those graduating with this degree as reported in C-1, page 2, columns C, D, G, and H, together with those who received the M.Div. upon completion of their internship as reported on page 4, columns E and F. The Th.D., S.T.D., and Ph.D. degree completions are reported again on C-1, page 5, columns C, D, E, and F. The Doctor of Ministry completions are reported on C-1, page 3, columns A and B. The category "others" includes all the M.A. level program and the other doctoral level program completions.

The gradual decline in the number of graduates from the M.Div. program which was first observed in 1985 has continued through 1990 with a reported decrease of 222 graduates in 1990 alone. The number of Doctor of Ministry graduates has continued in the same range over the past decade varying between 950 and 1,025 per annum. As the number of enrollees in the academic doctoral level programs continues to grow year by year, so does the number of graduates. The reader may wish to compare Table 2.29 on completions with Tables 2.04a and 204.b which report both head count and FTE enrollment in the same categories and with the same format.

Table 2.32: Completions by Degree Programs

This table reports completions by individual degree programs together with the certificate and diploma programs. Both the format as well as the program categories and degrees are parallel to those of Table 2.12 which reports both head count and FTE enrollment in the individual degree programs as well as in certificate and diploma programs. All statistics are drawn from the section on Completions (C-1) of the ATS Annual Report Forms for the fall of 1989 and of 1990. Table 2.32 follows in its listing of the categories and programs the same order as was followed by member schools in reporting these data in section C-1 which covers the full range of completions.

Table 2.32

Completions by Degree			
Degrees	1989	1990	1990 Percent
Professional/Academic 1 or 2 years post-baccalaureate			
M.Rel.Ed.	699	710	5.5%
M.Ch.Music	155	149	1.2%
M.A./M.A.R./M.T.S.	1747	1882	14.6%
M.A. in (Special)	728	925	7.2%
Subtotal	3329	3666	28.4%
Professional 3 years post-baccalaureate (excluding intern year)			
Nondegree Preord.	21	24	0.2%
M.Div. (S.T.B.)	5757	5550	43.0%
Subtotal	5778	5574	43.1%
Professional 4 years post-baccalaureate (excluding intern year)			
Nondegree Preord.	41	84	0.7%
M.Div. (S.T.B.)	672	696	5.4%
Subtotal	713	780	6.0%
Professional post-baccalaureate doctoral programs			
D.Min	951	973	7.5%
D.Miss.	17	31	0.2%
D.R.E./Ed.D.	37	37	0.3%
D.Sac.Mus./D.M.A.	9	9	0.1%
Subtotal	1014	1050	8.1%
Certificate and diploma programs (non-preordination only)	984	805	6.2%
Interns	74	35	0.3%
Academic post-M.A./M.Div. programs			
S.T.M./Th.M.	410	607	4.7%
Th.D./S.T.D.	68	77	0.6%
Ph.D.	277	328	2.5%
Subtotal	755	1012	7.8%
Total	12647	12922	100.0%

NOTES

CHAPTER III: PERSONNEL COMPENSATION

Introduction

Chapter III consists of seven tables which report data on compensation for administrators and faculty. In the old ATS Fact Book this information was contained in Tables MN, OO, SS for faculty compensation. The revised edition of the ATS Fact Book is based on information supplied by the schools in the ATS Annual Report Forms, sections on Salary (S-1 and S-2) for administrative and faculty salaries obtaining for the academic years 1988-89, 1989-90 and 1990-91. The data are reported in detail for the current year 1990-91. Salaries both for administrators and for faculty are reported for the most part in categories and groupings which sound familiar and are parallel to those of prior years. Nonetheless, with the revised Annual Report Forms, a more refined and careful presentation and analysis of compensation data has become possible. Readers should keep the following in mind:

A. For administrative staff, twenty-two positions are now reported rather than eight as in former editions.

B. For faculty salaries the position of "lecturer" has been added to the earlier listings of professor, associate professor, assistant professor and instructor.

C. Salaries are compared on the basis of size of school, accredited or nonaccredited status, U. S. or Canadian location of school, highest degree level--M.Div./Th.M.; D.Min.; Ph.D./Th.D. They are also compared on the basis of denominational groupings provided the denomination sponsors four or more schools. The last table compares university/college related and independent/freestanding schools.

D. Salaries are analyzed in terms of contract salary--including contributed services, housing where provided, pension benefits, and other benefits, chiefly medical. A separate comparison is made of contract salaries which include housing and those which do not.

E. The order in which salaried positions are reported is an alphabetical order determined by the computer program. To facilitate the use of these tables a copy of the glossary of administrative and faculty positions in the order used by member schools for reporting on the 1990 Annual Report Forms has been appended to this chapter. The more extensive listing of administrative positions requested in the 1988 Annual Report Forms was reduced in number in 1989. The 1990 listing is reported in this revised Fact Book. Several of the coded listings for 1988 provided too few responses to offer a basis for trend analysis or they proved ambiguous in designation. The 1989 Glossary List is being used for all future editions of the Fact Book.

F. The Comparative reporting of salaries by eight major geographical regions has been discontinued except for the comparison of U. S. and Canadian salaries. On further analysis of the regional categories we discovered that they have not proved that useful in establishing salary scales. Differences within each region proved far greater and more significant than the quite limited difference from one region to another. We found that schools tended to establish a "regional grouping" on a more complex basis than simple geography, with the exception of Canada and the U. S.

NOTES

Table 3.12: Trends in Total Compensation Averages--U. S. Accredited Schools

This table reports average compensation for administrators and faculty for U. S. accredited schools only. Averages are for the fall of 1988, 1989 and 1990 salaries. The inflation rate for 1989 was + 5 percent. The inflation rate for 1990 was + 4.80 percent.

Sources: Statistics for this report are taken from the Administrative and Faculty Salary sections (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1988, the fall of 1989 and the fall of 1990. The order of listing of administrative and salary categories is alphabetical. Readers are invited to refer to the 1990 Glossary for full-time administrators and faculty. A copy of this is appended to Chapter III for the order in which member schools reported this data. Total compensation includes the contract salary, contributed services, housing allowance (if any) or the rental value of housing provided, pension payments, and other benefits such as insurance, medical coverage, and educational allowances for children.

Comparable Data: Somewhat comparable data for prior years will be found in Tables 28 to 37 on pages 35 to 41 of the ATS Fact Book, 1987-88. The reader should note, however, that the tables from prior editions of the Fact Book include only non-Roman Catholic U. S. and Canadian schools. All statistics are reported in dollars (assumed to be equivalent) with no provision for converting Canadian to U. S. dollars or vice versa. The CPI which was used in earlier editions was only the CPI for the United States. Readers desiring to compare 1988 with 1987 may use the July 1, 1988, cost of living index. The CPI for the U. S. was + 4.13 percent; the Canadian CPI was + 3.8 percent.

More detailed tables for administrative and faculty salaries will be found in the ATS Fact Book for 1987-88. Tables NN through VV on pages 150 to 164 report data on administrative and faculty salaries according to size of school, accredited or nonaccredited membership status, relation to university, relation to clusters, racial character, denominational affiliation, geographic region, and highest level of degree offered. Note that some of these tables excluded Roman Catholic schools.

Table 3.12

Trends in Total Compensation Averages - U.S. Accredited Schools

Position	1988 Amount	1988 Number	1989 Amount	1989 Number	1990 Amount	1990 Number
ADMINISTRATIVE						
Academ. VP/Academ. Dean	$54,079	125	$56,588	131	$58,829	130
Admissions Officer	$35,770	58	$38,775	66	$41,322	72
Alumni Officer	$38,906	11	$35,853	21	$41,737	23
Chief Executive Officer	$71,969	138	$76,171	139	$81,082	142
[illegible]ef Financial Officer	$45,910	106	$48,726	102	$52,328	103
[illegible]n. Director	$44,708	20	$46,618	16	$48,917	25
[illegible] of Students	$40,605	59	$42,634	66	$44,702	66
Development Officer	$50,696	99	$55,015	102	$57,614	106
Development Prof. Staff, Other	$36,632	65	$38,751	76	$41,044	106
Director of Continuing Education	$39,937	26	$42,626	31	$44,913	35
Director of Graduate Studies	$42,671	13	$49,656	15	$49,997	17
Director of Student Services	$39,106	17	$35,900	20	$36,158	26
Executive Vice President	$52,497	24	$51,506	25	$52,538	26
Field Education Director	$38,968	54	$40,921	66	$42,571	72
Formation Director	$34,904	19	$35,417	25	$37,985	21
Information Systems Manager	$38,662	13	$37,280	23	$39,805	20
Librarian, Head	$41,853	81	$43,807	91	$45,605	103
Librarian. Prof. Staff Other	$29,385	98	$31,008	108	$33,346	126
Recruitment Officer	$32,910	24	$35,889	24	$39,772	26
Registrar	$29,891	66	$32,279	91	$33,864	101
Vice President of Administration	$55,182	29	$59,704	29	$62,105	32
FACULTY						
Professor	$48,309	112	$52,082	115	$54,425	112
Associate Professor	$39,382	549	$42,076	584	$44,000	577
Assistant Professor	$34,002	451	$35,705	475	$37,340	446
Instructor	$27,830	108	$30,045	109	$32,052	91
Lecturer	$26,060	20	$31,771	19	$36,508	15
Consumer Price Index Change			5.0%		4.8%	

Table 3.12a: Trends in Total Compensation Averages--Canadian Accredited Schools

This table reports average compensation for administrators and faculty for Canadian accredited schools only. Averages are for the fall of 1988, 1989 and 1990 salaries. The inflation rate for Canada as of July 1, 1989 was + 5.4 percent and as of July 1, 1990 was + 4.1 percent.

Sources: Statistics for this report are taken from the administrative and faculty salary sections (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1988, 1989 and of 1990. The order of listing the administrative and faculty categories is alphabetical. Readers are invited to refer to the 1990 Glossary for full-time administrators and faculty which is appended to Chapter III for the order in which member schools reported administrative and faculty data. Total compensation includes the contract salary, contributed services, housing allowance (if any) or the rental value of housing provided, pension payments, and other benefits such as insurance, medical coverage, and educational allowances for children.

Comparable Data: Somewhat comparable data for prior years will be found in Tables 28 to 37, pages 35-41 of the ATS Fact Book, 1987-88. The reader should note, however, that the tables include only non-Roman Catholic Canadian and U. S. schools. All statistics are reported in dollars with no provision for converting Canadian to U. S. dollars or vice versa. The CPI used was only the CPI for the United States. Readers desiring to compare 1988 with 1987 data may use the Consumer Price Index for July 1, 1988. The Consumer Price Index for Canada was + 3.8 percent; for the United States + 4.13 percent.

More detailed tables for administrative and faculty compensation will be found in the ATS Fact Book 1987-88 in Tables NN through VV, pages 150-164. Some of the tables exclude Roman Catholic schools. Data is reported according to the size of the school, accredited or nonaccredited membership status, relation to university, relation to cluster, racial character, denominational affiliation, geographic region, and highest degree level offered. Data specific to Canadian schools will be found in the listing of administrative salaries for Canada as one of eight geographic regions in Table PP on page 154; faculty salaries for Canada as one of eight geographic regions will be found in Table SS on page 158.

Table 3.12a

Trends in Total Compensation Averages - Canadian Accredited Schools

Position	1988 Amount	1988 Number	1989 Amount	1989 Number	1990 Amount	1990 Number
ADMINISTRATIVE						
Academ. VP/Academ. Dean	$50,833	9	$59,045	7	$63,811	12
Admissions Officer	$44,561	3	$46,698	3	$	1
Alumni Officer	$	1	$	1		
Chief Executive Officer	$65,743	20	$70,441	18	$75,157	17
Chief Financial Officer	$43,703	12	$45,409	11	$47,359	11
D.Min. Director	$	1	$35,679	2	$	1
Dean of Students	$36,842	3	$29,681	2	$32,211	2
Development Officer	$50,924	6	$50,840	8	$47,358	7
Director of Continuing Education	$44,072	4	$48,664	3	$42,150	5
Director of Graduate Studies	$	1	$	1	$	1
Director of Student Services			$	1	$	1
Executive Vice President			$	1		
Field Education Director	$40,185	4	$37,189	5	$42,137	4
Information Systems Manager	$	1	$	1	$	1
Librarian, Head	$40,057	10	$39,091	9	$45,840	8
Librarian. Prof. Staff Other	$24,556	4	$24,335	6	$29,103	3
Recruitment Officer	$	1	$	1	$50,056	2
Registrar	$34,351	7	$29,639	8	$42,526	7
Vice President of Administration	$53,292	2	$50,724	3	$58,787	3
FACULTY						
Professor	$54,244	68	$56,272	72	$61,941	65
Associate Professor	$47,698	61	$50,798	61	$53,556	59
Assistant Professor	$39,627	43	$42,608	37	$46,087	35
Instructor	$	1	$	1	$	1
Lecturer	$25,820	7	$35,269	12	$38,145	11
Canadian Consumer Price Index Change			5.0%		4.8%	

Table 3.13: Trends in Total Compensation Averages--All Nonaccredited Schools in U. S. Dollars

This table reports compensation averages for all nonaccredited schools, Canadian and U. S. It includes associate and candidate members. Canadian and U. S. schools are grouped together in this table because of the relatively small number of schools whose reports constitute the data base. Canadian dollars have been converted to U. S. dollars at the rate obtaining as of July 1 of each of the reporting years: for 1988, $.8124 US; for 1989, $.8412 US; and for 1990, $.8645 US.

The sources of data are the salary forms (S-1 and S-2) of the ATS Annual Report Forms for 1988, 1989 and 1990. The consumer price index which was used to calculate the percentage change is the CPI for the U. S. as of July 1, 1990, which was + 4.8 percent.

Table 3.13

Trends in Total Compensation Averages - All Nonaccredited Schools - U.S. dollars

Position	1988 Amount	1988 Number	1989 Amount	1989 Number	1990 Amount	1990 Number
ADMINISTRATIVE						
Academ. VP/Academ. Dean	$37,383	14	$41,521	17	$47,513	19
Admissions Officer	$29,372	6	$25,567	7	$30,401	8
Alumni Officer			$	1	$31,448	4
Chief Executive Officer	$47,721	20	$53,026	17	$54,245	22
Chief Financial Officer	$29,601	11	$31,839	10	$34,145	9
Dean of Students	$39,163	3	$39,085	3	$44,745	4
Development Officer	$32,439	6	$34,868	8	$42,767	10
Director of Continuing Education	$31,991	3	$	1	$36,074	2
Development Prof. Staff, Other	$15,418	2	$20,675	7	$31,111	8
Director of Graduate Studies	$	1	$	1		
Director of Student Services	$	1	$	1	$28,830	2
Executive Vice President					$	1
Field Education Director	$21,955	2	$37,590	2	$32,996	7
Formation Director	$	1	$	1	$38,194	2
Information Systems Manager	$	1				
Librarian, Head	$26,247	11	$26,443	12	$28,707	15
Librarian. Prof. Staff Other	$17,382	3	$	1	$21,828	6
Recruitment Officer	$	1	$28,651	5	$31,266	4
Registrar	$30,634	7	$32,060	4	$33,419	8
Vice President of Administration	$	1	$	1	$36,288	3
FACULTY						
Professor	$32,541	80	$36,276	67	$39,408	96
Associate Professor	$31,601	27	$35,649	20	$35,851	59
Assistant Professor	$27,256	26	$30,192	26	$31,861	44
Instructor	$23,702	5	$22,231	4	$22,758	11
Lecturer	$	1	$	1	$34,341	9
Consumer Price Index Change			5.0%		4.8%	

Table 3.17: Compensation With and Without Housing Benefits, Salaries and Other Benefits--All Schools in U. S. Dollars

This table recognizes the variety of salary patterns for the academic year in member schools, some of which include housing benefits and others which do not. The total salary as reported is the sum of several components. The first is that of contract salary which as reported here includes any contributed services if they obtain. Contributed services are an equivalent dollar value calculated for services rendered by a person to a school for which no monetary reimbursement is accepted. They may constitute a portion or all of the equivalent contract salary which would normally be paid for a given position. Housing includes a housing allowance or the rental value of housing provided. This is not the pastor's nonreportable tax reduction for housing. The caption "Benefit" reports separately the school's contribution to pension, and then other benefits which include life insurance, medical coverage, educational benefits for dependents, auto furnished by the institution, and other benefits paid by the institution. Each category of the components of the total salary reports the average for the number of schools reporting in that category. This presents a far better norm for comparison than Tables NN through VV of the old ATS Fact Book for 1987-88, pp. 150-164, which reported the average housing benefit for all schools whether they reported such a benefit or not.

The statistics for this table derive from the school reports in the section on salaries (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1990. This table includes all schools accredited and nonaccredited, Canadian and U. S., with Canadian dollars converted to U. S. dollars at the rate obtaining on July 1 of the reporting year. The report includes all categories of administrators and of faculty in alphabetical order. The full titles of administrators and faculty are identified in the order used by the reports filed by member schools in the Glossary from the 1990 Annual Report Forms which is appended to Chapter III.

Table 3.17

Compensation with and without Housing Benefits, Salaries, and Other Benefits - All Schools in U.S. Dollars

Position	Housing Provided			Housing Not Provided		Average Benefit for	
	Number	Average Housing	Average Salary	Number	Average Salary	Pension	Other
ADMINISTRATIVE							
Academ. VP/Academ. Dean	36	$6,559	$40,122	125	$48,647	$4,743	$4,268
Admissions Officer	10	$6,555	$31,487	71	$31,966	$3,644	$3,602
Alumni Officer	5	$6,214	$30,779	22	$32,610	$3,933	$2,857
Chief Executive Officer	71	$10,265	$55,683	110	$63,169	$6,540	$5,507
Chief Financial Officer	14	$5,014	$40,284	109	$40,647	$4,804	$3,997
D.Min. Director	6	$5,483	$31,732	20	$41,354	$4,852	$3,317
Dean of Students	15	$6,870	$31,339	57	$36,051	$3,973	$3,762
Development Officer	18	$7,598	$38,323	105	$45,074	$5,309	$4,951
Development Prof. Staff, Other	9	$7,429	$28,183	105	$32,305	$4,243	$3,537
Director of Continuing Education	8	$8,664	$32,331	34	$34,095	$4,354	$3,719
Director of Graduate Studies	3	$6,100	$48,232	15	$40,839	$4,682	$3,914
Director of Student Services	2	$5,886	$27,729	27	$30,029	$2,705	$2,996
Executive Vice President	12	$4,826	$38,665	15	$43,469	$3,826	$4,826
Field Education Director	21	$6,024	$29,761	62	$33,576	$3,436	$3,894
Formation Director	13	$5,550	$24,949	10	$33,713	$1,571	$4,534
Information Systems Manager	1	$	$	20	$31,833	$4,403	$2,850
Librarian, Head	26	$6,259	$32,054	100	$34,650	$3,989	$3,818
Librarian. Prof. Staff Other	4	$3,709	$20,254	131	$26,028	$3,609	$3,076
Recruitment Officer	6	$6,870	$30,916	26	$30,238	$3,322	$3,951
Registrar	9	$3,804	$28,532	107	$27,228	$3,188	$3,195
Vice President of Administration	9	$6,783	$45,573	29	$47,580	$5,913	$4,551
FACULTY							
Professor	278	$7,518	$38,911	1,008	$43,002	$5,162	$4,311
Associate Professor	111	$6,742	$32,173	584	$35,612	$3,679	$3,683
Assistant Professor	102	$6,418	$25,023	423	$30,495	$2,960	$3,408
Instructor	27	$6,322	$22,249	76	$25,190	$2,149	$2,821
Lecturer	5	$964	$28,760	30	$31,074	$2,099	$1,859

Table 3.18: Compensation Comparisons by Size, Accredited or Nonaccredited Status, Country, and Highest Degree--All Schools in U. S. Dollars

This table reports compensation comparisons in terms of contract salary including contributed services; contract salary plus housing; and additional benefits paid by the school. It also details the average and median contract salary, the total average salary and the 25th percentile, median and 75th percentile of the total salary where median stands for the point at which 50 percent of schools are below that point and 50 percent above. No salary is reported if there is only one person reported in a category. If only two or three are reported, the percentile distribution and median are not reported in order to protect privacy of individual salaries.

The categories which are used for comparison are those most commonly used by schools for planning purposes. They include a distribution (a) into six groups by size of school, based on reported FTE enrollment; (b) by the accredited or nonaccredited status of the school (nonaccredited includes associate and candidate members); (c) by country, i.e., Canada or U. S.; (d) highest degree offered--the Master of Divinity/Master of Theology; Doctor of Ministry; Ph.D./Th.D. Academic Doctorate. Tables 3.19 and 3.21 with comparisons by denominational groupings and by nonuniversity affiliation complement the present table by offering additional bases for comparison.

Statistics are calculated in U. S. dollars with Canadian dollars converted to U. S. dollars at the rate obtaining for July 1, 1990 ($.8645 US). The data are based on the salary section (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1990 which report salaries for the 1990-91 academic year. Somewhat comparable data may be found in the old ATS Fact Book for 1987-88 in Tables NN through VV, pp. 150-164, with the restriction that many of these tables exclude non-Roman Catholic schools and that no provision is made for the conversion of Canadian dollars to U. S. dollars or vice versa.

Table 3.18

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars

	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min/D.M.	Ph.D/ThD.
ADMINISTRATIVE													
Academ. VP/Academ. Dean													
Number	33	48	48	19	7	6	142	19	145	16	57	45	35
Avg. Sal.	$39,928	$44,498	$46,480	$52,781	$62,015	$67,299	$47,490	$41,142	$46,793	$46,265	$39,654	$50,143	$57,903
Median Sal.	$36,436	$41,040	$45,324	$18,473	$58,000	$62,500	$46,288	$41,088	$44,508	$36,568	$39,504	$49,500	$57,462
Avg. Sal. & Hsng.	$41,435	$46,409	$48,078	$53,333	$63,072	$67,299	$49,051	$41,899	$48,364	$46,783	$41,571	$51,281	$58,947
Addl. Ben. Avg.	$6,578	$7,498	$9,973	$11,965	$11,268	$14,837	$9,467	$5,613	$9,418	$5,330	$6,658	$10,633	$12,630
Total Avg.	$48,013	$53,908	$58,053	$65,299	$74,340	$82,136	$58,519	$47,513	$57,783	$52,114	$48,230	$61,915	$71,578
25th ptle	$36,985	$43,122	$48,921	$54,113	$60,619	$73,404	$46,624	$38,436	$45,679	$38,980	$38,886	$54,113	$63,702
Median	$45,000	$53,918	$58,600	$65,743	$65,000	$77,000	$57,456	$47,547	$55,572	$48,076	$46,684	$61,708	$71,322
75th ptle	$55,410	$62,519	$68,480	$71,266	$80,350	$87,932	$69,529	$53,474	$68,195	$61,496	$55,410	$68,195	$80,424
Admissions Officer													
Number	9	23	25	16	5	3	73	8	78	3	18	29	25
Avg. Sal.	$26,658	$29,729	$32,064	$34,253	$43,553	$31,112	$32,461	$26,853	$32,503	$16,407	$28,074	$33,180	$35,109
Median Sal.	$26,797	$26,208	$30,000	$32,241	$36,750		$32,000	$26,208	$31,080		$26,757	$32,241	$34,600
Avg. Sal. & Hsng.	$28,197	$30,902	$32,776	$34,684	$43,553	$31,112	$33,359	$26,853	$33,343	$16,407	$29,399	$34,000	$35,825
Addl. Ben. Avg.	$7,533	$6,116	$6,922	$8,580	$9,186	$7,418	$7,652	$3,547	$7,459	$1,719	$5,948	$8,032	$8,720
Total Avg.	$35,731	$37,020	$39,498	$43,265	$52,740	$38,530	$40,943	$30,401	$40,739	$18,127	$35,347	$41,861	$44,545
25th ptle	$30,000	$30,550	$30,832	$37,607	$40,215		$32,380	$26,142	$32,380		$31,417	$32,098	$35,225
Median	$38,874	$33,003	$41,696	$40,704	$43,158		$41,344	$30,000	$40,215		$36,503	$41,696	$43,158
75th ptle	$42,077	$39,189	$48,082	$45,468	$68,880		$46,452	$37,524	$46,320		$42,077	$49,263	$48,191
Alumni Officer													
Number	1	10	5	6	4	1	23	4	26	1	4	9	10
Avg. Sal.		$32,271	$28,570	$31,951	$41,340		$33,028	$27,918	$32,703		$29,932	$30,563	$36,484
Median Sal.		$28,862	$27,300	$28,165	$35,500		$29,610	$25,523	$28,862		$28,862	$28,800	$30,000
Avg. Sal. & Hsng.		$33,908	$29,770	$33,101	$41,340		$34,300	$28,368	$33,898		$31,549	$31,663	$37,774
Addl. Ben. Avg.		$6,269	$7,549	$6,624	$8,524		$7,436	$3,079	$6,974		$2,858	$7,103	$9,567
Total Avg.		$40,177	$37,319	$39,725	$49,864		$41,737	$31,448	$40,873		$34,408	$38,767	$47,341
25th ptle		$23,042	$21,535	$34,079	$37,707		$32,677	$23,042	$32,677		$17,400	$22,333	$34,079
Median		$38,467	$32,677	$37,182	$38,955		$38,467	$28,451	$37,764		$38,467	$37,707	$37,764
75th ptle		$42,553	$48,598	$49,399	$49,997		$49,399	$35,345	$49,399		$39,214	$51,722	$49,997
Chief Executive Officer													
Number	49	57	46	19	7	3	159	22	157	24	69	51	33
Avg. Sal.	$49,033	$57,392	$63,729	$75,039	$90,460	$79,227	$62,045	$47,137	$61,385	$52,696	$50,982	$66,557	$80,130
Median Sal.	$47,864	$55,300	$64,241	$73,935	$90,100		$59,039	$45,000	$55,000	$49,529	$49,658	$63,244	$80,690
Avg. Sal. & Hsng.	$52,162	$61,647	$68,353	$76,928	$92,545	$102,460	$66,500	$48,064	$65,821	$54,038	$54,887	$70,307	$86,719
Addl. Ben. Avg.	$8,385	$10,719	$14,511	$16,286	$16,402	$22,298	$12,859	$6,180	$12,915	$6,370	$8,040	$15,856	$18,467
Total Avg.	$59,568	$72,367	$82,866	$93,215	$108,948	$124,758	$79,058	$54,245	$78,431	$60,410	$62,232	$86,164	$105,187
25th ptle	$47,500	$56,300	$62,093	$71,070	$88,844		$58,655	$44,739	$55,300	$46,877	$50,006	$72,626	$84,266
Median	$54,655	$68,210	$82,021	$94,598	$113,502		$77,625	$54,000	$76,527	$57,610	$57,664	$82,780	$107,564
75th ptle	$66,729	$85,006	$100,493	$107,942	$118,358		$98,222	$58,167	$94,598	$66,729	$71,375	$93,943	$120,678

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars													
	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min/D.M.	Ph.D/ThD.
ADMINISTRATIVE													
Chief Financial Officer													
Number	27	41	33	14	5	3	114	9	109	14	43	42	25
Avg. Sal.	$33,343	$39,948	$42,034	$46,105	$53,335	$52,384	$41,523	$28,993	$41,329	$34,980	$36,663	$43,562	$47,242
Median Sal.	$33,613	$39,047	$42,500	$45,688	$50,765		$41,500	$27,107	$40,000	$31,619	$35,360	$42,500	$48,261
Avg. Sal. & Hsng.	$34,117	$40,650	$42,437	$46,105	$53,815	$53,984	$42,107	$29,393	$41,973	$34,980	$37,483	$43,754	$48,170
Addl. Ben. Avg.	$6,056	$8,089	$9,415	$11,555	$13,182	$16,367	$9,121	$4,752	$9,463	$3,657	$5,660	$11,034	$12,488
Total Avg.	$40,173	$48,740	$51,852	$57,661	$66,997	$70,351	$51,229	$34,145	$51,436	$38,638	$43,145	$54,790	$60,658
25th ptle	$33,000	$36,497	$43,401	$48,200	$51,660		$41,477	$29,071	$40,076	$33,209	$35,280	$49,442	$45,753
Median	$41,085	$48,969	$52,622	$58,345	$64,629		$51,184	$34,331	$52,000	$40,886	$42,971	$53,698	$59,808
75th ptle	$43,770	$57,590	$59,170	$64,299	$70,225		$60,531	$34,755	$60,582	$43,770	$49,982	$61,500	$71,750
D.Min. Director													
Number	2	4	9	7	4		26		25	1	5	11	10
Avg. Sal.	$48,104	$34,767	$36,417	$37,432	$48,105		$39,133		$39,279		$33,067	$39,670	$41,577
Median Sal.		$35,159	$35,000	$33,497	$50,267		$36,225		$37,680		$34,000	$36,225	$40,370
Avg. Sal. & Hsng.	$51,354	$37,267	$36,805	$38,932	$48,705		$40,398		$40,595		$37,067	$39,997	$42,507
Addl. Ben. Avg.	$14,572	$5,507	$6,589	$8,336	$10,898		$8,170		$8,321		$5,870	$9,076	$8,322
Total Avg.	$65,926	$42,559	$43,395	$47,269	$59,603		$48,536		$48,917		$42,938	$48,995	$50,829
25th ptle		$37,669	$36,302	$39,292	$40,531		$39,014		$37,650		$36,302	$37,546	$40,425
Median		$39,014	$40,425	$44,843	$62,436		$44,915		$47,250		$37,850	$44,915	$50,260
75th ptle		$44,915	$50,260	$50,336	$62,938		$55,231		$55,231		$48,638	$55,231	$62,102
Dean of Students													
Number	13	25	16	13	4	1	68	4	69	3	22	26	19
Avg. Sal.	$31,393	$33,607	$34,248	$38,314	$46,958		$34,681	$41,658	$35,306	$29,624	$27,994	$38,081	$37,593
Median Sal.	$30,500	$34,125	$34,000	$39,900	$38,000		$34,165	$38,902	$35,000		$26,924	$38,010	$37,800
Avg. Sal. & Hsng.	$33,200	$35,050	$36,362	$38,590	$48,208		$36,196	$41,658	$36,799	$29,624	$30,076	$38,863	$39,535
Addl. Ben. Avg.	$7,821	$6,856	$7,595	$9,005	$8,445		$8,009	$3,087	$7,989	$1,907	$5,554	$9,003	$9,597
Total Avg.	$41,101	$41,907	$43,958	$47,603	$56,653		$44,207	$44,745	$44,790	$31,531	$35,631	$47,870	$49,133
25th ptle	$33,216	$32,890	$33,000	$38,531	$43,565		$36,617	$33,922	$37,489		$29,840	$40,662	$41,126
Median	$38,902	$43,580	$40,662	$49,421	$47,576		$43,580	$38,902	$44,207		$33,000	$48,434	$47,576
75th ptle	$47,924	$49,154	$48,608	$50,203	$58,629		$51,090	$47,527	$51,672		$38,710	$54,859	$51,672
Development Officer													
Number	19	40	35	15	7	7	113	10	114	9	37	40	32
Avg. Sal.	$35,953	$42,563	$44,122	$48,004	$54,620	$55,751	$44,634	$37,886	$44,694	$36,382	$36,660	$45,504	$52,841
Median Sal.	$33,150	$42,000	$43,500	$47,000	$49,500	$51,000	$43,542	$36,569	$42,000	$36,254	$38,000	$45,503	$50,000
Avg. Sal. & Hsng.	$38,037	$43,357	$45,395	$48,272	$54,620	$58,151	$45,828	$38,066	$45,893	$36,382	$37,704	$46,479	$54,374
Addl. Ben. Avg.	$7,339	$9,218	$10,566	$11,232	$13,934	$16,860	$10,752	$4,701	$10,714	$4,517	$7,366	$11,699	$13,991
Total Avg.	$45,377	$52,576	$55,961	$59,504	$68,554	$75,011	$56,581	$42,767	$56,608	$40,900	$45,070	$58,179	$68,366
25th ptle	$33,226	$43,495	$46,378	$46,331	$58,118	$55,348	$46,331	$33,226	$44,241	$21,374	$35,535	$48,572	$55,348
Median	$42,000	$51,653	$53,323	$58,045	$62,112	$66,757	$55,348	$42,000	$54,816	$47,124	$47,124	$58,314	$66,757
75th ptle	$53,102	$63,426	$63,797	$65,968	$72,798	$83,331	$65,968	$50,081	$65,968	$50,081	$53,211	$65,968	$75,683

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars

	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min/D.M.	Ph.D/ThD.
ADMINISTRATIVE													
Development Prof. Staff, Other													
Number	13	25	36	20	6	14	106	8	111	3	18	35	52
Avg. Sal.	$27,823	$30,571	$32,904	$33,374	$36,771	$31,935	$32,308	$27,636	$32,117	$26,901	$25,462	$34,100	$33,804
Median Sal.	$27,565	$30,000	$30,869	$32,760	$35,000	$32,773	$32,130	$26,935	$30,869		$24,633	$34,169	$33,016
Avg. Sal. & Hsng.	$28,515	$30,763	$33,769	$33,719	$36,771	$33,006	$32,921	$27,861	$32,719	$6,901	$26,448	$34,368	$34,532
Addl. Ben. Avg.	$6,486	$7,557	$8,040	$7,685	$8,377	$8,593	$8,122	$3,249	$7,929	$2,269	$6,816	$8,281	$8,624
Total Avg.	$35,002	$38,321	$41,810	$41,427	$45,148	$41,600	$41,049	$31,111	$40,653	$29,170	$33,265	$42,650	$43,166
25th ptle	$22,669	$29,486	$34,695	$33,977	$41,471	$38,949	$34,695	$19,831	$34,440		$28,580	$36,024	$37,000
Median	$38,299	$38,094	$39,263	$40,184	$42,271	$42,019	$40,184	$29,486	$40,164		$31,502	$42,802	$41,471
75th ptle	$40,438	$45,439	$45,072	$45,481	$44,806	$46,398	$45,439	$36,025	$45,072		$38,299	$45,481	$46,398
Director of Continuing Educa.													
Number	7	13	13	3	3	3	40	2	36	6	15	12	13
Avg. Sal.	$29,142	$33,450	$31,858	$31,012	$46,438	$44,178	$33,823	$32,472	$33,790	$33,572	$26,651	$36,353	$39,764
Median Sal.	$27,000	$23,743	$31,416				$33,825		$33,000	$32,944	$24,500	$33,942	$35,000
Avg. Sal. & Hsng.	$30,722	$33,450	$34,800	$31,012	$48,104	$49,178	$35,555	$32,472	$35,715	$33,572	$28,055	$37,873	$42,071
Addl. Ben. Avg.	$6,209	$6,681	$9,602	$5,010	$10,683	$12,781	$8,297	$3,602	$8,928	$2,942	$5,472	$10,848	$9,201
Total Avg.	$36,932	$40,132	$44,402	$36,023	$58,788	$61,460	$43,853	$36,074	$44,644	$36,514	$33,528	$48,721	$51,273
25th ptle	$33,160	$24,224	$33,000				$33,160		$34,226	$27,202	$27,202	$39,961	$37,675
Median	$34,980	$39,961	$43,993				$41,262		$41,605	$36,897	$33,000	$43,993	$48,208
75th ptle	$36,897	$49,917	$45,856				$49,917		$49,917	$40,871	$34,980	$49,917	$54,852
Director of Graduate Studies													
Number	2	5	8	1	1	1	18		17	1	4	7	7
Avg. Sal.	$18,150	$46,170	$43,011				$42,071		$40,488		$31,413	$37,533	$52,701
Median Sal.		$25,856	$28,580				$37,464		$37,464		$20,200	$36,060	$47,445
Avg. Sal. & Hsng.	$18,150	$46,170	$44,673				$43,087		$41,564		$31,413	$38,004	$54,843
Addl. Ben. Avg.	$1,187	$6,744	$9,376				$8,596		$8,432		$4,242	$8,074	$11,607
Total Avg.	$19,337	$52,914	$54,050				$51,685		$49,997		$35,655	$46,078	$66,451
25th ptle		$35,159	$43,724				$37,285		$35,159		$16,100	$35,159	$50,006
Median		$45,096	$50,164				$46,780		$46,780		$22,575	$43,993	$64,000
75th ptle		$66,661	$64,000				$66,661		$64,000		$37,285	$45,096	$67,038
Director of Student Services													
Number	4	9	9	4	1	2	27	2	27	2	9	9	8
Avg. Sal.	$34,252	$25,580	$26,986	$29,024		$43,726	$30,309	$23,953	$29,639	$33,001	$27,841	$28,091	$37,119
Median Sal.	$23,400	$22,234	$26,916	$27,787			$27,787		$24,079		$22,234	$26,916	$30,700
Avg. Sal. & Hsng.	$34,252	$26,521	$27,352	$29,024		$43,726	$30,745	$23,953	$30,075	$33,001	$27,841	$28,457	$38,178
Addl. Ben. Avg.	$4,237	$4,532	$5,676	$5,877		$12,430	$5,763	$4,876	$5,788	$4,540	$4,051	$5,857	$8,303
Total Avg.	$38,489	$31,054	$33,029	$34,902		$56,156	$36,508	$28,830	$35,863	$37,542	$31,893	$34,315	$46,481
25th ptle	$27,127	$24,206	$26,920	$27,851			$27,127		$27,127		$24,206	$27,851	$34,696
Median	$28,204	$28,739	$32,688	$34,537			$32,837		$32,688		$27,127	$32,688	$41,225
75th ptle	$45,628	$32,500	$36,774	$34,696			$41,812		$41,225		$32,500	$36,774	$45,793

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country anc Highest degree - U.S. dollars	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min/D.M.	Ph.D/ThD.
ADMINISTRATIVE													
Executive Vice President													
Number	6	6	9	3	2	1	26	1	27		12	8	5
Avg. Sal.	$28,854	$40,727	$42,143	$47,454	$60,290		$41,787		$41,334		$32,485	$48,514	$54,592
Median Sal.	$26,306	$25,457	$31,000				$42,679		$40,359		$30,805	$45,324	$49,970
Avg. Sal. & Hsng.	$31,570	$41,327	$44,778	$49,754	$63,990		$43,876		$43,479		$35,619	$48,814	$57,452
Addl. Ben. Avg.	$6,215	$2,095	$10,599	$10,598	$16,150		$8,661		$8,652		$4,900	$10,931	$15,206
Total Avg.	$37,786	$43,423	$55,378	$60,353	$80,140		$52,538		$52,131		$40,521	$59,746	$72,658
25th ptle	$36,249	$38,486	$45,725				$38,559		$38,559		$36,249	$50,530	$55,993
Median	$36,423	$39,244	$52,000				$50,530		$50,530		$38,559	$55,295	$66,458
75th ptle	$41,562	$45,525	$55,295				$62,105		$58,608		$44,879	$62,105	$80,562
Field Education Director													
Number	13	23	28	15	8		76	7	76	7	31	26	18
Avg. Sal.	$30,019	$30,202	$33,205	$34,813	$42,470		$32,895	$29,531	$32,998	$28,409	$27,028	$37,473	$36,349
Median Sal.	$30,305	$31,971	$33,897	$35,537	$41,900		$32,975	$31,880	$32,754	$22,895	$28,186	$35,312	$38,585
Avg. Sal. & Hsng.	$30,549	$31,812	$35,907	$35,273	$42,470		$34,501	$30,158	$34,628	$28,779	$28,269	$39,026	$38,193
Addl. Ben. Avg.	$4,476	$5,746	$6,746	$9,586	$7,368		$7,745	$2,837	$7,635	$4,033	$5,277	$9,994	$8,661
Total Avg.	$35,026	$37,559	$44,690	$44,859	$49,838		$42,260	$32,996	$42,277	$32,814	$33,548	$49,020	$46,911
25th ptle	$28,479	$29,185	$34,200	$35,772	$41,479		$30,798	$24,861	$32,500	$24,861	$28,186	$40,763	$34,200
Median	$36,363	$37,216	$43,209	$46,824	$48,098		$40,763	$34,500	$40,763	$30,668	$32,500	$45,548	$50,003
75th ptle	$39,572	$40,234	$53,486	$51,771	$52,786		$51,804	$36,668	$51,804	$40,289	$40,222	$53,486	$57,195
Formation Director													
Number	3	11	7	1	1		21	2	23		15	5	1
Avg. Sal.	$25,158	$31,894	$23,072				$28,237	$34,245	$28,759		$25,708	$34,740	
Median Sal.		$32,500	$24,729				$30,814		$28,490		$26,700	$33,879	
Avg. Sal. & Hsng.	$30,602	$33,448	$28,604				$31,587	$35,145	$31,896		$30,238	$35,220	
Addl. Ben. Avg.	$4,023	$5,765	$7,620				$6,397	$3,049	$6,106		$6,247	$6,502	
Total Avg.	$34,626	$39,214	$36,225				$37,985	$38,194	$38,003		$36,487	$41,722	
25th ptle		$36,400	$33,185				$33,185		$33,185		$32,500	$36,791	
Median		$39,244	$34,194				$37,384		$37,384		$34,287	$43,504	
75th ptle		$41,854	$34,287				$41,854		$41,854		$39,244	$45,209	
Information Systems Manager													
Number	1	2	8	5	2	3	21		20	1	2	8	10
Avg. Sal.		$29,706	$26,740	$33,801	$42,000	$39,140	$32,068		$32,253		$31,134	$29,776	$35,495
Median Sal.			$28,368	$35,554			$30,890		$30,000			$29,668	$36,740
Avg. Sal. & Hsng.		$29,706	$26,740	$33,801	$42,000	$39,940	$32,182		$32,373		$31,134	$29,776	$35,795
Addl. Ben. Avg.		$430	$6,250	$7,869	$9,227	$11,126	$7,253		$7,432		$1,843	$7,261	$8,917
Total Avg.		$30,136	$32,990	$41,670	$51,227	$51,067	$39,436		$39,805		$32,978	$37,037	$44,652
25th ptle			$26,249	$31,557			$32,055		$33,775			$26,372	$39,322
Median			$33,775	$44,820			$39,567		$39,567			$37,732	$43,315
75th ptle			$37,732	$46,210			$46,210		$46,210			$39,954	$52,079

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min/D.M.	Ph.D/ThD.
ADMINISTRATIVE													
Librarian, Head													
Number	30	36	34	17	6	3	111	15	114	12	44	40	25
Avg. Sal.	$27,646	$32,222	$33,996	$43,300	$48,062	$42,887	$35,374	$24,794	$34,513	$30,331	$30,009	$35,991	$44,376
Median Sal.	$26,000	$31,325	$32,630	$39,400	$43,493		$35,824	$24,850	$31,500	$24,206	$30,070	$36,414	$41,410
Avg. Sal. & Hsng.	$29,510	$33,934	$35,000	$43,511	$49,295	$42,887	$36,804	$25,060	$35,940	$30,331	$31,666	$37,276	$45,753
Addl. Ben. Avg.	$5,330	$7,279	$8,454	$10,679	$10,223	$10,462	$8,369	$3,646	$8,249	$3,608	$6,068	$9,389	$11,222
Total Avg.	$34,842	$41,215	$43,455	$54,191	$59,469	$53,350	$45,171	$28,707	$44,187	$33,939	$37,735	$46,665	$56,964
25th ptle	$25,021	$33,643	$35,002	$45,123	$39,936		$35,236	$19,200	$34,170	$24,410	$31,156	$37,176	$45,824
Median	$32,895	$38,217	$42,539	$48,512	$54,720		$42,749	$30,200	$42,578	$35,091	$36,035	$45,123	$54,383
75th ptle	$41,520	$47,759	$51,005	$53,669	$72,270		$51,005	$32,296	$51,005	$42,616	$42,616	$52,932	$67,822
Librarian, Prof. Staff Other													
Number	14	24	31	38	11	17	129	6	131	4	24	45	59
Avg. Sal.	$19,904	$22,099	$25,546	$30,010	$30,647	$24,245	$26,076	$21,134	$25,999	$21,199	$20,950	$25,401	$28,783
Median Sal.	$17,250	$20,506	$23,733	$28,200	$30,975	$23,414	$25,000	$17,238	$24,000	$17,238	$20,692	$24,092	$28,646
Avg. Sal. & Hsng.	$20,082	$22,404	$25,707	$30,010	$30,647	$24,245	$26,191	$21,134	$26,112	$21,199	$21,359	$25,401	$28,867
Addl. Ben. Avg.	$3,017	$5,109	$6,932	$7,369	$9,146	$8,364	$6,964	$693	$6,828	$2,019	$4,820	$7,195	$7,728
Total Avg.	$23,100	$27,514	$32,640	$37,380	$39,794	$32,609	$33,156	$21,828	$32,941	$23,218	$26,180	$32,596	$36,596
25th ptle	$17,724	$22,990	$28,614	$30,954	$31,127	$27,275	$27,196	$17,398	$26,768	$14,975	$21,533	$27,395	$30,250
Median	$20,120	$26,076	$31,089	$36,067	$42,291	$31,759	$31,233	$18,000	$31,127	$17,398	$26,513	$30,954	$35,857
75th ptle	$29,307	$28,631	$37,214	$41,693	$44,584	$37,301	$38,934	$20,120	$38,934	$25,883	$29,307	$36,105	$42,167
Recruitment Officer													
Number	7	10	6	6	2	1	28	4	29	3	9	12	7
Avg. Sal.	$28,785	$28,812	$31,911	$29,775	$39,812		$30,047	$26,991	$30,155	$32,397	$28,290	$31,370	$33,239
Median Sal.	$28,476	$27,680	$27,723	$30,261			$30,261	$25,000	$27,723		$27,300	$31,000	$32,329
Avg. Sal. & Hsng.	$31,874	$29,292	$33,226	$30,925	$39,812		$32,254	$27,441	$31,296	$35,105	$30,492	$31,770	$35,352
Addl. Ben. Avg.	$5,606	$7,683	$6,427	$9,007	$9,277		$7,766	$3,825	$7,517	$4,916	$5,646	$8,970	$8,428
Total Avg.	$37,481	$36,976	$39,654	$39,933	$49,089		$40,022	$31,266	$38,814	$40,023	$36,140	$40,741	$43,781
25th ptle	$30,150	$36,622	$34,180	$36,730			$34,758	$27,500	$31,741		$26,000	$36,622	$37,292
Median	$33,522	$37,639	$34,758	$37,040			$38,706	$30,150	$37,847		$34,180	$39,840	$39,225
75th ptle	$33,895	$41,386	$41,425	$40,153			$41,425	$33,522	$41,386		$41,386	$41,425	$40,228
Registrar													
Number	21	32	36	18	7	2	108	8	107	9	34	44	26
Avg. Sal.	$26,058	$26,356	$26,710	$29,176	$32,698	$31,955	$27,174	$29,420	$27,130	$29,685	$26,454	$26,704	$29,355
Median Sal.	$24,052	$25,999	$23,849	$29,495	$32,506		$26,000	$30,500	$25,830	$26,474	$23,806	$25,830	$29,495
Avg. Sal. & Hsng.	$26,773	$26,507	$27,042	$29,176	$33,040	$31,955	$27,468	$29,720	$27,449	$29,685	$26,861	$26,869	$29,447
Addl. Ben. Avg.	$5,913	$6,035	$5,998	$7,340	$8,602	$7,516	$6,583	$3,699	$6,516	$4,822	$5,476	$6,931	$7,747
Total Avg.	$32,687	$32,543	$33,041	$36,460	$41,644	$39,471	$34,043	$33,419	$33,957	$34,509	$32,339	$33,801	$37,156
25th ptle	$26,401	$25,585	$27,280	$29,333	$31,687		$27,593	$26,530	$27,627	$26,227	$25,585	$28,410	$31,687
Median	$32,425	$32,764	$31,170	$36,704	$42,472		$32,760	$33,909	$32,959	$32,764	$30,223	$32,760	$36,406
75th ptle	$35,100	$36,072	$38,398	$42,021	$46,389		$39,088	$36,072	$38,528	$38,578	$38,123	$37,845	$42,021

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	C.Min/D.M.	Ph.D/ThD.
ADMINISTRATIVE													
Vice President of Administra.													
Number	6	11	11	7	3		35	3	33	5	11	17	7
Avg. Sal.	$37,390	$45,421	$45,939	$48,202	$74,415		$48,179	$34,559	$47,994	$41,233	$41,191	$46,568	$63,075
Median Sal.	$35,653	$42,500	$45,178	$42,820			$43,550		$42,500	$38,902	$42,500	$42,820	$62,328
Avg. Sal. & Hsng.	$37,390	$49,520	$48,607	$48,716	$76,081		$49,923	$34,559	$49,844	$41,233	$42,099	$48,924	$64,646
Accl. Ben. Avg.	$4,348	$12,636	$11,064	$8,158	$17,919		$11,213	$1,728	$11,503	$3,613	$6,456	$12,196	$16,302
Total Avg.	$41,738	$60,158	$59,672	$56,874	$94,001		$61,138	$36,288	$61,347	$44,847	$48,556	$61,121	$80,948
25th ptle	$36,453	$51,558	$49,910	$45,000			$49,263		$47,138	$32,870	$49,263	$46,433	$70,444
Median	$38,902	$54,686	$53,391	$47,444			$53,391		$54,089	$50,417	$50,995	$54,686	$73,086
75th ptle	$49,740	$65,032	$70,444	$54,089			$71,266		$73,086	$50,995	$51,558	$74,054	$79,326
FACULTY													
Professor													
Number	141	254	373	273	128	107	1,190	96	1,206	80	254	394	511
Avg. Sal.	$36,186	$39,695	$42,229	$44,901	$46,431	$43,265	$42,733	$34,497	$41,924	$45,048	$37,944	$40,848	$47,071
Median Sal.	$35,500	$39,200	$41,045	$41,045	$42,900	$43,630	$41,540	$35,000	$39,200	$42,879	$37,194	$40,262	$43,630
Avg. Sal. & Hsng.	$37,936	$42,006	$44,055	$45,341	$47,532	$45,982	$44,458	$34,878	$43,628	$45,483	$39,587	$41,995	$49,210
Accl. Ben. Avg.	$6,581	$8,669	$9,076	$10,962	$10,857	$11,200	$9,872	$4,529	$9,706	$5,971	$6,273	$10,317	$11,538
Total Avg.	$44,518	$50,674	$53,132	$56,311	$58,389	$57,184	$54,333	$39,408	$53,335	$51,456	$45,869	$52,313	$60,749
25th ptle	$37,700	$43,013	$44,149	$46,765	$44,920	$52,094	$46,189	$35,254	$44,545	$40,570	$38,100	$46,365	$51,173
Median	$44,000	$50,637	$52,589	$51,424	$52,982	$55,378	$52,570	$39,457	$51,964	$50,364	$44,225	$51,579	$57,506
75th ptle	$52,360	$57,680	$62,367	$62,102	$67,036	$58,159	$60,494	$43,119	$59,898	$58,252	$52,004	$56,686	$68,494
Associate Professor													
Number	94	175	188	102	81	55	636	59	632	63	188	197	239
Avg. Sal.	$32,771	$35,027	$35,436	$35,857	$36,263	$34,576	$35,383	$31,613	$34,426	$41,445	$32,713	$35,323	$37,752
Median Sal.	$32,000	$34,338	$34,420	$34,840	$36,000	$34,874	$34,874	$31,000	$33,016	$40,537	$32,500	$34,634	$36,305
Avg. Sal. & Hsng.	$33,656	$36,319	$36,223	$36,145	$37,018	$38,219	$36,537	$31,846	$35,607	$41,471	$33,627	$36,282	$39,210
Accl. Ben. Avg.	$5,535	$6,929	$6,982	$8,227	$8,182	$10,364	$7,675	$4,004	$7,620	$4,789	$5,516	$8,650	$8,640
Total Avg.	$39,192	$43,234	$43,205	$44,373	$45,200	$48,584	$44,209	$35,851	$43,228	$46,220	$39,131	$44,933	$47,851
25th ptle	$32,962	$36,231	$37,215	$40,209	$38,227	$41,358	$38,345	$32,800	$37,439	$36,925	$32,799	$39,705	$41,207
Median	$38,526	$41,501	$43,274	$43,031	$43,179	$44,882	$43,214	$34,818	$42,410	$46,082	$38,830	$44,530	$45,635
75th ptle	$45,604	$49,714	$48,696	$48,947	$49,344	$50,646	$49,170	$37,439	$48,123	$54,693	$45,604	$49,620	$51,971
Assistant Professor													
Number	82	120	156	79	48	40	481	44	484	41	154	143	171
Avg. Sal.	$27,039	$29,659	$28,760	$30,820	$32,497	$29,857	$29,674	$26,786	$29,021	$34,283	$26,768	$30,400	$31,973
Median Sal.	$25,109	$28,311	$27,675	$30,000	$31,200	$29,109	$29,640	$26,000	$28,000	$34,014	$27,092	$29,757	$31,000
Avg. Sal. & Hsng.	$28,888	$30,429	$30,562	$31,040	$32,972	$32,084	$31,020	$26,949	$30,322	$34,883	$28,389	$31,318	$33,337
Accl. Ben. Avg.	$4,636	$6,144	$6,158	$6,930	$7,928	$8,434	$6,502	$4,911	$6,539	$4,353	$4,862	$7,405	$7,459
Total Avg.	$33,526	$36,575	$36,721	$37,970	$40,901	$40,519	$37,523	$31,861	$36,863	$39,237	$33,253	$38,723	$40,796
25th ptle	$28,613	$30,693	$32,677	$34,504	$34,425	$34,873	$32,410	$28,594	$31,891	$32,396	$28,279	$33,994	$36,000
Median	$32,410	$36,316	$36,305	$37,686	$39,360	$37,621	$36,900	$31,891	$36,366	$40,972	$32,410	$37,243	$38,962
75th ptle	$40,768	$41,169	$41,050	$41,715	$48,400	$41,926	$42,215	$36,316	$41,169	$43,263	$38,958	$43,124	$44,799

(continued)

Table 3.18 (continued)

Compensation Comparisons by Size, Country and Highest degree - U.S. dollars													
	FTE Enrollment						Status		Country		Highest Degree Offered		
	<75	75-150	151-300	301-500	501-1000	>1000	Accred.	Not Accred.	U.S.	Canada	M.Div/Th	D.Min/D.M.	Ph.D/ThD.
FACULTY													
Instructor													
Number	18	40	28	9	4	4	92	11	100	3	42	23	25
Avg. Sal.	$21,484	$24,463	$25,902	$24,101	$24,800	$27,130	$24,919	$20,239	$24,427	$24,146	$23,014	$27,620	$25,883
Median Sal.	$17,250	$23,500	$22,803	$22,947	$23,100	$24,676	$25,782	$21,792	$23,500		$23,500	$28,164	$25,782
Avg. Sal. & Hsng.	$25,043	$25,831	$27,240	$24,101	$24,800	$30,733	$26,715	$20,729	$26,134	$24,146	$25,273	$28,424	$27,248
Addl. Ben. Avg.	$3,419	$5,280	$5,067	$4,930	$4,834	$8,421	$5,323	$2,027	$5,057	$2,086	$4,671	$5,365	$6,193
Total Avg.	$28,462	$31,113	$32,308	$29,032	$29,634	$39,155	$32,039	$22,758	$31,192	$26,233	$29,946	$33,789	$33,442
25th ptle	$22,736	$26,014	$28,798	$17,595	$24,295	$32,439	$28,533	$15,200	$27,253		$26,014	$31,349	$27,253
Median	$31,176	$31,114	$31,525	$27,253	$27,348	$32,759	$31,525	$22,878	$31,525		$30,870	$31,525	$33,522
75th ptle	$34,882	$35,368	$37,462	$34,684	$28,032	$33,056	$35,511	$24,956	$35,368		$34,029	$35,368	$38,191
Lecturer													
Number	14	10	6	3	2		26	9	15	20	14	5	7
Avg. Sal.	$31,654	$29,186	$23,897	$33,700	$48,262		$29,644	$33,920	$30,276	$31,094	$30,879	$23,077	$31,864
Median Sal.	$22,940	$20,442	$17,200				$28,054	$34,375	$30,204	$25,935	$30,204	$27,695	$30,000
Avg. Sal. & Hsng.	$31,905	$29,315	$23,897	$33,700	$48,262		$29,789	$34,035	$30,276	$31,335	$31,056	$23,077	$32,049
Addl. Ben. Avg.	$1,223	$4,790	$2,827	$8,938	$14,876		$5,224	$305	$6,232	$2,254	$4,434	$2,697	$8,607
Total Avg.	$33,130	$34,107	$26,725	$42,638	$63,139		$35,014	$34,341	$36,508	$33,590	$35,492	$25,774	$40,657
25th ptle	$28,187	$21,998	$18,516				$28,187	$25,935	$30,500	$26,246	$29,117	$11,936	$21,998
Median	$30,366	$36,816	$30,500				$31,480	$34,580	$37,073	$30,366	$36,816	$30,500	$39,124
75th ptle	$38,902	$43,511	$31,480				$39,456	$38,902	$39,273	$38,902	$39,456	$30,845	$49,518

Table 3.19: Compensation Comparisons by Denomination of School--Groups with Four or More Schools

This table complements Table 3.18 in that it again reports compensation for administrators and for faculty for comparison purposes, but now based on the denominational affiliation of the school. Only denominations with four or more schools are listed. There are fourteen groupings--three for Canada and eleven for the U. S. Since the table distinguishes U. S. from Canadian denominational groupings, Canadian dollars are reported as Canadian and have not been converted. Schools declaring themselves as nondenominational or interdenominational U.S.A. constitute a distinct U. S. grouping. Other small denominational school clusters are grouped as "all other."

No salary is reported if there is only one person reported in a given category. If only two or three are reported, the percentile distribution and the median are not reported in order to protect the privacy of individual salaries.

The salary information derives from the salary forms (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1990. The country and denominational affiliation are taken from the ATS school master file as reported by the schools themselves. Somewhat similar information for prior years will be found in the old ATS Fact Book for 1987-88 in Tables OO and RR, pp. 152 and 157.

Table 3.19

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars RCCan	UCCan	All other	US dollars ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Intergen. USA
ADMINISTRATIVE														
Academ. VP/Academ. Dean														
Number	3	4		5	6	4	3	8	13	9	40	5		22
Avg. Sal.	$50,731	$66,867		$49,977	$53,987	$51,172	$49,010	$46,985	$55,423	$62,059	$36,352	$49,674		$53,608
Median Sal.		$65,067		$49,000	$50,615	$44,800		$47,030	$55,000	$61,950	$34,780	$45,885		$53,000
Avg. Sal. & Hsng.	$50,731	$66,867		$49,977	$54,987	$56,572	$58,535	$48,451	$55,423	$65,159	$38,549	$50,922		$53,744
Accl. Ben. Avg.	$833	$9,308		$14,488	$14,144	$10,636	$16,001	$12,708	$10,963	$14,815	$4,456	$10,129		$11,584
Total Avg.	$51,564	$76,175		$64,466	$69,132	$67,208	$74,537	$61,160	$66,386	$79,975	$43,006	$61,051		$65,328
25th ptle		$55,612		$59,968	$65,000	$49,792		$59,822	$57,456	$71,322	$36,985	$51,485		$50,274
Median		$71,135		$65,282	$65,743	$55,572		$60,648	$68,324	$80,350	$42,133	$56,158		$65,397
75th ptle		$77,436		$66,400	$72,567	$65,753		$61,833	$71,266	$87,200	$47,634	$70,317		$77,000
Admissions Officer														
Number		1		2	4	2	3	2	12	9	8	6		14
Avg. Sal.				$36,827	$26,324	$40,250	$29,066	$40,261	$38,935	$34,106	$30,425	$30,315		$33,243
Median Sal.					$22,820				$39,025	$33,624	$26,757	$30,185		$31,700
Avg. Sal. & Hsng.				$36,827	$26,324	$48,500	$31,766	$42,261	$38,935	$36,094	$31,675	$30,315		$33,243
Accl. Ben. Avg.				$11,546	$7,043	$6,688	$9,172	$9,759	$8,519	$10,340	$3,510	$8,107		$7,116
Total Avg.				$48,374	$33,368	$55,188	$40,939	$52,020	$47,454	$46,435	$35,185	$38,422		$40,360
25th ptle					$16,997				$42,453	$34,750	$29,736	$33,003		$35,225
Median					$26,594				$46,747	$44,010	$32,500	$35,476		$40,189
75th ptle					$43,976				$50,207	$55,105	$38,024	$45,416		$43,093
Alumni Officer														
Number				1	2		3		1	8	4			5
Avg. Sal.					$23,455		$41,325			$33,213	$30,123			$33,600
Median Sal.										$29,610	$29,624			$32,535
Avg. Sal. & Hsng.					$23,455		$44,625			$35,363	$32,190			$33,600
Accl. Ben. Avg.					$7,331		$15,088			$9,403	$1,437			$5,355
Total Avg.					$30,787		$59,713			$44,766	$33,628			$38,955
25th ptle										$37,707	$17,400			$32,677
Median										$37,764	$35,345			$37,182
75th ptle										$49,399	$39,214			$38,955
Chief Executive Officer														
Number	5	4		5	6	3	10	8	11	10	42	6		23
Avg. Sal.	$55,061	$68,408		$61,740	$75,831	$57,589	$59,938	$57,056	$86,615	$83,940	$49,715	$65,502		$70,268
Median Sal.	$58,053	$57,580		$63,000	$72,494		$52,300	$55,000	$85,000	$80,000	$48,380	$61,808		$70,000
Avg. Sal. & Hsng.	$55,253	$68,408		$63,223	$82,364	$59,589	$74,682	$60,931	$91,046	$88,290	$52,234	$69,719		$75,608
Accl. Ben. Avg.	$2,962	$8,317		$16,611	$20,284	$12,297	$22,601	$17,158	$16,268	$23,645	$4,490	$14,145		$16,402
Total Avg.	$58,216	$76,725		$79,834	$102,648	$71,887	$97,285	$78,090	$107,315	$111,936	$55,583	$83,865		$92,011
25th ptle	$36,203	$48,910		$70,143	$98,786		$79,656	$71,172	$92,768	$98,538	$48,885	$78,825		$66,962
Median	$60,553	$63,967		$80,219	$100,676		$91,477	$79,170	$111,914	$105,775	$54,432	$83,269		$93,900
75th ptle	$62,700	$74,611		$81,931	$107,564		$114,040	$82,021	$120,678	$113,502	$64,055	$85,305		$107,942

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)													
	Canadian Dollars			US dollars									
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	LCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Intercen. USA
ADMINISTRATIVE														
Chief Financial Officer														
Number	4	2		5	6	3	7	6	9	8	24	4		14
Avg. Sal.	$30,912	$41,041		$43,277	$45,183	$39,101	$44,663	$44,058	$43,559	$50,799	$37,748	$38,091		$43,761
Median Sal.	$30,000			$45,820	$48,261		$40,260	$42,500	$42,000	$50,430	$33,000	$35,000		$40,000
Avg. Sal. & Hsng.	$30,912	$41,041		$43,277	$46,383	$39,101	$44,663	$44,058	$43,559	$52,799	$38,481	$38,091		$44,046
Addl. Ben. Avg.	$2,306	$3,279		$11,390	$14,768	$10,554	$11,811	$13,062	$8,489	$13,535	$4,819	$10,014		$11,277
Total Avg.	$33,219	$44,320		$54,667	$61,151	$49,656	$56,475	$57,920	$52,048	$66,335	$43,301	$48,105		$55,325
25th ptle	$10,600			$44,464	$57,515		$41,005	$53,219	$43,401	$58,735	$31,972	$43,358		$44,800
Median	$32,037			$57,819	$63,959		$49,100	$53,614	$51,660	$63,196	$40,049	$43,390		$52,607
75th ptle	$42,945			$59,170	$64,629		$53,698	$66,255	$60,582	$71,624	$52,024	$49,442		$71,750
D.Min. Director														
Number				1	3			1	2	5	3	1		4
Avg. Sal.					$29,810				$33,097	$51,166	$34,126			$38,133
Median Sal.										$50,267				$32,493
Avg. Sal. & Hsng.					$31,810				$33,097	$52,546	$38,626			$38,133
Addl. Ben. Avg.					$9,162				$5,479	$13,533	$2,864			$7,644
Total Avg.					$40,973				$38,576	$66,080	$41,490			$45,778
25th ptle										$55,231				$35,194
Median										$62,938				$39,908
75th ptle										$72,509				$50,336
Dean of Students														
Number	1			1	3	3	4	1	6	6	15	4		12
Avg. Sal.					$37,691	$30,376	$39,849		$38,358	$38,814	$26,480	$35,842		$40,631
Median Sal.							$41,350		$37,000	$36,368	$25,678	$34,165		$40,128
Avg. Sal. & Hsng.					$38,891	$30,376	$45,911		$38,358	$43,314	$29,260	$35,842		$40,631
Addl. Ben. Avg.					$10,815	$4,567	$14,825		$6,267	$12,060	$3,999	$8,546		$8,822
Total Avg.					$49,706	$34,944	$60,737		$44,625	$55,375	$33,259	$44,388		$49,460
25th ptle							$49,154		$40,662	$44,672	$29,840	$25,457		$41,126
Median							$53,008		$41,882	$47,924	$32,899	$43,580		$49,421
75th ptle							$58,631		$48,608	$68,920	$36,617	$51,672		$54,859
Development Officer														
Number	1			4	4	1	6	9	11	10	19	7		21
Avg. Sal.				$49,157	$50,458		$40,130	$49,073	$47,815	$54,077	$37,255	$41,189		$49,721
Median Sal.				$46,750	$45,110		$43,800	$46,000	$47,150	$54,000	$36,274	$42,000		$49,500
Avg. Sal. & Hsng.				$49,157	$50,458		$53,731	$50,561	$47,815	$56,277	$37,393	$42,080		$50,712
Addl. Ben. Avg.				$13,944	$12,942		$13,970	$14,645	$9,555	$16,937	$5,907	$8,428		$12,154
Total Avg.				$63,101	$63,400		$67,701	$65,207	$57,370	$73,214	$43,301	$50,508		$62,868
25th ptle				$58,406	$41,663		$62,224	$58,312	$46,951	$67,331	$32,448	$48,572		$51,859
Median				$61,714	$61,207		$62,370	$62,112	$53,133	$72,798	$46,378	$49,913		$61,286
75th ptle				$65,047	$67,402		$72,214	$74,999	$58,118	$75,316	$51,653	$50,365		$66,757

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)													
	Canadian Dollars			US dollars									
	RCCan	UCCan	All other	ADC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Intercen. USA
ADMINISTRATIVE														
Development Prof. Staff, Other														
Number		2		4	12	1	2	10	9	11	13	9		25
Avg. Sal.		$31,098		$34,517	$31,023		$29,000	$34,608	$31,142	$35,620	$25,647	$30,675		$34,876
Median Sal.				$30,641	$32,773			$32,000	$28,000	$35,343	$24,633	$33,396		$33,210
Avg. Sal. & Hsng.		$31,098		$34,517	$31,023		$29,000	$35,548	$31,142	$37,701	$26,598	$30,675		$35,476
Addl. Ben. Avg.		$2,463		$11,038	$7,776		$7,521	$9,152	$6,479	$10,974	$4,303	$8,456		$8,637
Total Avg.		$33,561		$45,555	$38,800		$36,521	$44,700	$37,621	$48,677	$30,901	$39,131		$44,132
25th ptle				$36,024	$35,845			$38,094	$27,989	$42,271	$28,340	$30,727		$38,564
Median				$44,013	$39,609			$42,551	$34,440	$45,439	$29,699	$42,802		$42,500
75th ptle				$48,802	$43,433			$52,612	$41,380	$50,335	$36,025	$44,358		$48,803
Director of Continuing Educa.														
Number	2	1			1		3	1	4	7	6	1		6
Avg. Sal.	$36,242						$44,357		$37,189	$37,642	$20,864			$38,449
Median Sal.									$31,038	$33,825	$21,464			$34,000
Avg. Sal. & Hsng.	$36,242						$49,339		$37,189	$39,784	$22,530			$40,949
Addl. Ben. Avg.	$250						$18,584		$7,950	$10,254	$5,543			$9,978
Total Avg.	$36,492						$67,924		$45,139	$50,040	$28,073			$50,928
25th ptle									$35,231	$41,605	$24,224			$41,262
Median									$37,586	$45,292	$27,243			$43,993
75th ptle									$52,890	$50,440	$33,000			$59,508
Director of Graduate Studies														
Number		1		1	1			1		2	5	1		2
Avg. Sal.										$55,971	$41,312			$44,430
Median Sal.											$35,220			
Avg. Sal. & Hsng.										$63,471	$41,312			$44,430
Addl. Ben. Avg.										$18,996	$3,823			$12,322
Total Avg.										$82,467	$45,136			$56,752
25th ptle											$22,575			
Median											$37,285			
75th ptle											$64,000			
Director of Student Services														
Number					2	1	1	2	4	2	5			2
Avg. Sal.					$40,226			$22,120	$31,558	$35,643	$29,563			$28,458
Median Sal.									$30,700		$23,400			
Avg. Sal. & Hsng.					$40,226			$22,120	$31,558	$35,643	$29,563			$28,458
Addl. Ben. Avg.					$13,763			$4,439	$6,157	$5,384	$3,658			$6,409
Total Avg.					$53,989			$26,559	$37,716	$41,027	$33,222			$34,867
25th ptle									$27,851		$23,668			
Median									$34,696		$28,739			
75th ptle									$42,526		$32,500			

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars RCCan	UCCan	All other	US dollars ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Interden. USA
ADMINISTRATIVE														
Executive Vice President														
Number					2			1	1	2	14			4
Avg. Sal.					$53,137					$59,355	$34,607			$46,587
Median Sal.											$32,500			$45,324
Avg. Sal. & Hsng.					$54,337					$65,305	$37,722			$46,587
Addl. Ben. Avg.					$18,743					$15,265	$4,474			$9,702
Total Avg.					$73,080					$80,570	$42,197			$56,289
25th ptle											$36,423			$38,486
Median											$39,244			$55,295
75th ptle											$45,725			$55,993
Field Education Director														
Number			4	2	1	2	1	5	8	7	27	2		11
Avg. Sal.			$29,452	$33,436		$33,000		$30,019	$43,058	$41,642	$26,608	$34,798		$31,144
Median Sal.			$30,450					$38,585	$39,263	$44,982	$28,186			$33,912
Avg. Sal. & Hsng.			$30,202	$33,436		$42,600		$38,819	$43,058	$44,913	$27,989	$34,798		$32,353
Addl. Ben. Avg.			$4,633	$8,495		$6,366		$10,007	$11,063	$11,687	$4,391	$10,584		$6,714
Total Avg.			$34,836	$41,931		$48,966		$49,027	$54,121	$56,601	$32,381	$45,383		$39,067
25th ptle			$16,745					$39,851	$46,824	$52,786	$28,186			$27,697
Median			$35,474					$49,283	$52,063	$56,992	$32,500			$41,373
75th ptle			$35,475					$54,542	$54,651	$57,195	$37,290			$51,771
Formation Director														
Number						1				1	19			1
Avg. Sal.											$27,552			
Median Sal.											$28,490			
Avg. Sal. & Hsng.											$31,350			
Addl. Ben. Avg.											$5,850			
Total Avg.											$37,200			
25th ptle											$32,895			
Median											$36,400			
75th ptle											$39,753			
Information Systems Manager														
Number					4		1		1	3	1	1		6
Avg. Sal.					$35,494					$33,060				$34,354
Median Sal.					$35,554									$31,000
Avg. Sal. & Hsng.					$36,094					$33,060				$34,354
Addl. Ben. Avg.					$10,631					$8,762				$8,344
Total Avg.					$46,725					$41,822				$42,698
25th ptle					$39,567									$39,322
Median					$46,210									$39,753
75th ptle					$47,321									$46,442

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)													
	Canadian Dollars			US dollars									
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Intercen. USA
ADMINISTRATIVE														
Librarian, Head														
Number	2	1		4	6	3	6	4	11	7	30	4		15
Avg. Sal.	$33,412			$28,273	$37,183	$35,673	$37,765	$38,067	$47,237	$46,868	$28,240	$35,577		$37,164
Median Sal.				$31,432	$36,414		$37,080	$40,920	$40,583	$46,895	$27,300	$36,605		$35,700
Avg. Sal. & Hsng.	$33,412			$30,585	$38,183	$39,873	$48,336	$40,267	$47,237	$49,153	$29,135	$35,577		$37,364
Addl. Ben. Avg.	$2,147			$8,424	$10,457	$8,953	$13,615	$12,299	$10,148	$12,601	$5,083	$8,411		$8,513
Total Avg.	$35,559			$39,010	$48,641	$48,826	$61,952	$52,566	$57,359	$61,756	$34,220	$43,988		$45,877
25th ptle				$6,551	$37,176		$63,484	$38,478	$45,824	$49,072	$29,709	$35,807		$34,170
Median				$43,384	$49,860		$63,600	$55,180	$48,619	$57,499	$33,643	$45,394		$45,123
75th ptle				$49,765	$53,938		$68,856	$57,706	$56,111	$60,322	$38,105	$47,101		$48,512
Librarian, Prof. Staff Other														
Number		2		4	22	5	6	5	17	12	18	3		28
Avg. Sal.		$22,820		$21,957	$23,929	$17,903	$28,816	$28,237	$29,356	$29,948	$20,506	$17,540		$29,894
Median Sal.				$19,610	$23,414	$22,000	$25,000	$26,650	$27,800	$26,319	$20,506			$29,675
Avg. Sal. & Hsng.		$22,820		$21,957	$23,929	$17,903	$28,816	$28,237	$29,356	$30,364	$21,052	$17,540		$29,894
Addl. Ben. Avg.		$2,213		$5,758	$7,925	$4,423	$9,923	$8,266	$7,804	$9,529	$4,136	$5,166		$6,805
Total Avg.		$25,033		$27,716	$31,855	$22,327	$38,740	$36,503	$37,160	$39,895	$25,189	$22,706		$36,699
25th ptle				$22,990	$27,514	$7,573	$33,280	$26,076	$30,235	$33,252	$21,533			$30,848
Median				$26,513	$30,354	$24,628	$33,837	$35,374	$35,950	$37,214	$25,402			$36,392
75th ptle				$29,655	$36,703	$28,631	$42,251	$45,460	$44,601	$43,135	$27,700			$41,515
Recruitment Officer														
Number				3	2	2		3		3	4			6
Avg. Sal.				$30,204	$29,434	$33,500		$36,201		$37,135	$28,991			$23,922
Median Sal.											$27,100			$23,920
Avg. Sal. & Hsng.				$30,204	$29,434	$33,500		$37,801		$39,435	$29,441			$25,237
Addl. Ben. Avg.				$9,337	$7,854	$5,239		$11,597		$10,846	$2,653			$6,378
Total Avg.				$39,541	$37,288	$38,739		$49,398		$50,281	$32,095			$31,616
25th ptle											$26,000			$27,500
Median											$27,100			$30,150
75th ptle											$33,895			$40,153
Registrar														
Number	3	1		3	5	2	4	7	8	9	20	6		18
Avg. Sal.	$25,810			$22,984	$28,786	$24,048	$29,575	$27,790	$27,665	$29,109	$24,918	$20,091		$28,399
Median Sal.					$30,717		$29,815	$25,502	$25,983	$25,830	$22,715	$18,900		$28,500
Avg. Sal. & Hsng.	$25,810			$22,984	$29,266	$24,048	$32,107	$28,361	$27,665	$29,109	$25,224	$20,891		$28,399
Addl. Ben. Avg.	$2,589			$8,594	$7,720	$6,707	$10,901	$7,790	$6,371	$8,000	$3,872	$6,699		$6,934
Total Avg.	$28,399			$31,578	$36,986	$30,756	$43,009	$36,152	$34,037	$37,109	$29,098	$27,590		$35,333
25th ptle					$24,303		$31,170	$30,730	$27,060	$27,922	$23,747	$23,454		$28,603
Median					$39,706		$38,123	$32,384	$31,805	$33,038	$28,056	$23,837		$34,520
75th ptle					$42,040		$40,680	$38,456	$37,845	$40,577	$35,100	$34,189		$39,237

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars			US dollars									
	RCCan	UCCan	All other	ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Intercen. USA
ADMINISTRATIVE														
Vice President of Administra.														
Number	1			1	3		3	2	2	4	5	4		4
Avg. Sal.					$39,504		$43,318	$48,352	$52,574	$65,611	$37,982	$48,526		$53,279
Median Sal.										$63,300	$40,800	$41,500		$49,875
Avg. Sal. & Hsng.					$40,704		$51,350	$48,352	$52,574	$68,361	$39,900	$48,526		$53,279
Accl. Ben. Avg.					$5,587		$19,082	$13,970	$10,103	$21,159	$3,530	$11,291		$13,555
Total Avg.					$46,292		$70,433	$62,322	$62,677	$89,520	$43,511	$59,817		$66,835
25th ptle										$70,444	$29,850	$45,459		$42,049
Median										$80,350	$49,263	$51,981		$63,459
75th ptle										$84,961	$49,910	$53,391		$65,032
FACULTY														
Professor														
Number	10	10		24	142	19	52	84	147	107	149	32		223
Avg. Sal.	$55,535	$56,908		$39,861	$40,346	$43,738	$38,121	$40,448	$50,100	$47,610	$38,973	$41,411		$44,358
Median Sal.	$64,274	$51,270		$38,445	$40,262	$42,597	$37,194	$41,835	$48,160	$44,928	$37,141	$38,001		$41,160
Avg. Sal. & Hsng.	$55,727	$56,908		$40,283	$40,836	$45,182	$48,130	$41,683	$50,334	$51,430	$40,623	$41,801		$46,499
Accl. Ben. Avg.	$2,579	$5,109		$10,715	$11,265	$10,777	$16,417	$10,785	$10,279	$14,541	$2,506	$10,103		$10,526
Total Avg.	$58,306	$62,017		$50,999	$52,101	$55,960	$64,548	$52,470	$60,613	$65,971	$43,209	$51,904		$57,032
25th ptle	$39,842	$54,070		$46,826	$48,304	$51,736	$57,908	$51,234	$52,187	$58,651	$34,550	$44,225		$46,709
Median	$60,015	$54,750		$49,672	$52,877	$53,634	$63,960	$52,759	$58,146	$62,400	$41,297	$48,058		$52,070
75th ptle	$70,774	$69,639		$54,660	$56,265	$59,454	$71,615	$54,154	$69,149	$69,271	$50,230	$56,189		$67,323
Associate Professor														
Number	21	8		13	69	17	23	45	50	32	129	12		118
Avg. Sal.	$50,733	$56,811		$33,689	$31,785	$38,880	$34,002	$35,721	$41,562	$39,746	$32,207	$35,863		$35,043
Median Sal.	$55,745	$54,279		$32,672	$31,641	$40,104	$34,593	$37,900	$41,500	$39,984	$31,800	$33,811		$34,368
Avg. Sal. & Hsng.	$50,824	$56,811		$33,689	$32,463	$42,221	$38,689	$36,725	$41,562	$41,989	$33,082	$35,863		$36,824
Accl. Ben. Avg.	$4,538	$7,656		$9,580	$9,820	$10,016	$13,386	$10,082	$8,858	$11,369	$3,359	$8,667		$7,440
Total Avg.	$55,363	$64,468		$43,272	$42,284	$52,238	$52,077	$46,808	$50,418	$53,359	$36,442	$44,530		$44,264
25th ptle	$42,713	$52,879		$40,834	$38,888	$43,668	$45,667	$44,697	$45,039	$46,996	$31,893	$38,510		$36,847
Median	$62,351	$59,597		$43,703	$42,371	$52,633	$48,854	$48,247	$49,775	$50,613	$36,231	$45,067		$41,642
75th ptle	$64,710	$72,673		$45,078	$44,882	$55,686	$58,149	$49,344	$55,771	$55,931	$42,122	$47,438		$50,175
Assistant Professor														
Number	11	5		3	46	13	10	16	54	31	133	8		67
Avg. Sal.	$35,516	$46,760		$27,500	$27,249	$28,980	$28,206	$29,594	$34,215	$35,616	$26,101	$31,501		$29,766
Median Sal.	$36,000	$45,135			$26,301	$29,260	$28,000	$30,900	$33,920	$36,771	$27,092	$29,450		$29,500
Avg. Sal. & Hsng.	$36,359	$46,760		$27,500	$27,822	$30,191	$35,511	$32,344	$34,912	$36,448	$27,229	$33,141		$31,644
Accl. Ben. Avg.	$2,068	$6,041		$7,565	$7,980	$7,738	$13,836	$8,880	$6,874	$10,243	$3,892	$8,423		$7,070
Total Avg.	$38,428	$52,801		$35,065	$35,804	$37,930	$49,348	$41,224	$41,786	$46,692	$31,122	$41,564		$38,715
25th ptle	$30,512	$44,221			$33,505	$27,945	$43,510	$37,244	$36,305	$43,490	$26,325	$37,641		$31,891
Median	$38,700	$49,643			$36,240	$40,473	$47,960	$41,250	$41,715	$48,147	$31,925	$40,703		$36,995
75th ptle	$48,045	$55,586			$38,022	$43,121	$57,046	$44,298	$46,357	$49,689	$36,260	$41,080		$42,868

(continued)

Table 3.19 (continued)

Compensation Comparisons by Denomination of School (only includes groups with four or more schools)

	Canadian Dollars RCCan	UCCan	All other	US dollars ABC	SBC	CC(DC)	EC	ELCA	U.Meth	PC(USA)	RCUSA	UCC	All Other	Intercen. USA
FACULTY														
Instructor				1	4	2	6	2	10	3	48	3		12
Number					$24,295	$28,850	$21,715	$28,634	$27,594	$24,600	$24,550	$25,932		$21,021
Avg. Sal.					$24,123		$21,375		$26,000		$25,814			$22,940
Median Sal.					$24,295	$28,850	$29,667	$32,934	$27,594	$28,600	$26,034	$25,932		$23,615
Avg. Sal. & Hsng.					$7,991	$4,856	$8,034	$11,007	$5,394	$10,967	$3,473	$7,344		$5,317
Addl. Ben. Avg.					$32,286	$33,706	$37,702	$43,941	$32,989	$39,567	$29,508	$33,277		$28,934
Total Avg.					$30,893		$35,740		$28,798		$23,796			$22,940
25th ptle					$32,439		$37,690		$31,885		$31,525			$26,014
Median					$32,759		$38,313		$36,075		$33,948			$27,348
75th ptle														
Lecturer					2			1	2	2	5			3
Number	12				$23,850				$19,815	$48,262	$28,226			$33,700
Avg. Sal.	$37,273										$30,204			
Median Sal.	$32,386				$23,850				$19,815	$48,262	$28,226			$33,700
Avg. Sal. & Hsng.	$37,613				$658				$1,575	$14,076	$4,687			$8,938
Addl. Ben. Avg.	$710				$24,508				$21,390	$63,139	$32,914			$42,638
Total Avg.	$38,324										$19,080			
25th ptle	$31,322										$36,816			
Median	$35,126										$37,738			
75th ptle	$45,000													

Table 3.21: Distribution of Administrative and Faculty Compensation in Thousands, Comparing University and Nonuniversity Affiliated School

This table presents a comparison of total salary figures in thousands of dollars for university/college affiliated schools and for nonuniversity affiliated schools. The total salary here reported includes contract salary with contributed services if they obtain, housing, pension and other benefits. The comparison is made first for Canadian schools in Canadian dollars and then for U. S. schools in U. S. dollars. The school is considered university or college affiliated if it is constituted as a school or department within the structure of a larger university or college which has at least two other graduate level schools or departments. The university/independent status of all member schools is listed in Table 1.01 of Chapter I.

The data for this table derived from the section on salary (S-1 and S-2) of the ATS Annual Report Forms for the fall of 1990. Salaries are those obtained for the 1990-91 academic year. Faculty salaries are those reported for full-time faculty, contracted on a nine/ten month or eleven/twelve month basis, regardless of the number of payment periods.

Table 3.21

Distribution of Administrative Compensation in Thousands, comparing University/Nonuniversity Affiliated Schools												
	CANADIAN SCHOOLS						U.S. SCHOOLS					
	University Related			Not University Related			University Related			Not University Related		
Position	25th pctl	Median	75th pctl	25th pctl	Median	75th pctl	25th pctl	Median	75th pctl	25th pctl	Median	75th pctl
Academ. VP/Academ. Dean				$45.1	$55.6	$60.0	$53.5	$67.0	$70.9	$45.6	$55.5	$66.4
Admissions Officer							$37.6	$48.1	$51.7	$32.1	$40.1	$44.6
Alumni Officer										$32.7	$38.5	$49.4
Chief Executive Officer				$54.2	$66.6	$74.6	$61.2	$98.2	$122.0	$54.7	$74.4	$93.2
Chief Financial Officer				$38.4	$47.3	$50.6	$44.8	$45.8	$55.1	$40.9	$52.0	$61.5
D.Min. Director										$37.9	$44.9	$57.7
Dean of Students							$27.8	$41.1	$49.5	$37.5	$44.7	$52.1
Development Officer				$24.7	$54.5	$57.9	$46.3	$50.3	$58.0	$44.2	$55.3	$66.4
Development Prof. Staff, Other							$34.0	$36.4	$37.0	$34.5	$40.4	$45.4
Director of Continuing Education				$31.5	$42.7	$47.3	$33.0	$35.2	$41.3	$34.2	$42.0	$49.9
Director of Graduate Studies										$35.2	$45.1	$50.2
Director of Student Services										$27.1	$32.6	$41.8
Executive Vice President										$38.6	$45.7	$62.1
Field Education Director				$16.7	$46.6	$51.0	$28.9	$46.8	$54.7	$34.3	$40.8	$50.5
Formation Director										$33.2	$37.4	$42.7
Information Systems Manager										$33.9	$39.8	$46.2
Librarian, Head				$28.2	$40.6	$49.3	$42.0	$62.4	$72.6	$33.6	$41.5	$49.8
Librarian. Prof. Staff Other							$31.1	$36.1	$47.5	$26.1	$30.7	$37.2
Recruitment Officer										$31.7	$37.8	$41.4
Registrar				$30.3	$32.9	$44.4	$27.1	$37.4	$38.5	$27.7	$32.8	$39.1
Vice President of Administra.				$38.0	$58.3	$59.0				$47.1	$53.4	$71.3
Distribution of Faculty Compensation in Thousands, comparing University/Nonuniversity Affiliated Schools												
Professor	$77.0	$82.6	$98.1	$46.6	$56.3	$62.8	$63.9	$69.1	$80.3	$43.6	$50.6	$56.7
Associate Professor	$72.7	$74.4	$81.8	$41.3	$52.8	$61.4	$43.9	$49.2	$55.3	$36.9	$41.8	$47.0
Assistant Professor	$47.4	$53.8	$55.6	$34.5	$46.0	$49.4	$35.4	$38.0	$43.1	$31.7	$36.2	$40.9
Instructor							$28.6	$34.0	$35.4	$26.6	$31.5	$34.9
Lecturer				$32.6	$40.0	$50.0				$19.1	$36.8	$39.1

CHAPTER III APPENDIX:

SALARY DATA
FULL-TIME ADMINISTRATORS AND FACULTY
FALL 1991
GLOSSARY

Administrative Codes. A code identifying professional staff positions in school administration.

ACDVP	Academ. VP/Academ. Dean
ADSOF	Admissions Officer
ALMOF	Alumni Officer
CEXEC	Chief Executive Officer
FINOF	Chief Financial Officer
DMIND	D.Min. Director
DSTUD	Dean of Students
DEVOF	Development Officer
DEVPS	Development Prof. Staff, Other
CEDOF	Director of Continuing Educa.
FEDOF	Director of Field Education
FORMD	Director of Formation
SYSOF	Director of Information Systems
DGRDS	Director of Graduate Studies
STSOF	Director of Student Services
EXCVP	Executive Vice President
HDLIB	Librarian, Head
LIBPS	Librarian. Prof. Staff Other
RECOF	Recruitment Officer
REGOF	Registrar
VPADM	Vice President of Administra.

Faculty Rank Code. The institutionally designated official title or grade of a faculty member.

PROF **Professor:** Faculty designated by the rank of professor.

ASTP **Assistant Professor:** Faculty designated by the rank of assistant professor.

ASCP **Associate Professor:** Faculty designated by the rank of associate professor

LECT **Lecturer:** Faculty designated by the rank of lecturer.

INST **Instructor:** Faculty designated by the rank of instructor.

CHAPTER IV: FINANCES (TUITION COSTS, REVENUES AND EXPENDITURES)

Introduction

This section consists of fourteen tables which provide the overall financial information for the ATS membership as reported in the fall of 1990 in the ATS Annual Report Forms. They will provide revenue and expenditures together with per-student costs for the two preceding years of 1988-89 and 1989-90 based on the audits of those years and as reported in the fall of 1989 and 1990.

These tables correspond to the areas covered in Tables AA-JJ of the 1987-88 ATS Fact Book. The tables for average tuition costs and degree program costs are printed here for the first time. Member schools have requested this additional information.

Further refinements of data on revenue and expenditures including an analysis of significant ratios are planned as the data submitted by the schools is evaluated for subsequent annual editions of the ATS Fact Book. These will include a chapter on Development covering the various sources of giving and grants which contribute significantly to the support of member schools.

Table 4.01: Tuition and Fees

The data for these tables were submitted by member schools in the ATS Annual Report Forms in the section called Institutional Characteristics (IC-1). Tuition costs and fees are given for the full academic year 1990-91 and are the figures published by the schools themselves. It is important to understand that the low tuition costs listed for Southern Baptist seminaries and some of the Roman Catholic seminaries are due to the heavily subsidized educational programs in those schools. University related schools will generally report higher tuition costs since the divinity school of the university will most often follow the university tuition scale.

Tuition costs are listed for the principle degree programs of member schools, namely, the Master of Divinity (M.Div.) and the academic doctorates (Ph.D./Th.D./Ed.D.) together with the Doctor of Ministry program (D.Min.). Costs for the Master of Divinity and the academic doctorates assume a full-time student taking the normal course load. Costs for the Doctor of Ministry program are given for the entire program which is designed for a minimum of three years, each year of which will have a different level of academic concentration and correspondingly different tuition costs.

The table includes all member schools both accredited and non-accredited. Canadian costs are in Canadian dollars and U.S. schools are in U.S. dollars. The M.Div. is the basic program of preparation for full-time ministry for almost all the member theological schools. Costs for M.A. programs will generally be in the same range. The academic doctorates will be priced at a different level to reflect the substantially higher costs to the school. The D.Min. serves as the highest professional degree and usually assumes that the candidate is actually engaged in ministry, it will have its own pattern of costs reflecting the extent to which the school is able or willing to absorb the direct or indirect costs of the program.

Table 4.01

Tuition and Fees

	Master of Divinity Per Year		Ph.D./Th.D./Ed.D. Per Year		Doctor of Ministry Full Program
	Tuition	Fees	Tuition	Fees	Tuition & Fees
Canadian School in Canadian Dollars					
Acadia Divinity College	$1,700	$125	$2,000	$10	$6,030
Atlantic School of Theology	$1,860	$30	$0	$0	$0
Canadian Theological Seminary	$1,520	$219	$0	$0	$7,800
Concordia Lutheran Seminary ALBERTA	$3,500	$85	$0	$0	$0
Concordia Lutheran Theol. Sem. ONTARIO	$3,000	$37	$0	$0	$0
Edmonton Baptist Seminary	$3,000	$105	$0	$0	$0
Emmanuel College of Victoria Univ.	$1,850	$250	$1,830	$5	$4,450
Huron College Faculty of Theology	$1,397	$404	$0	$0	$0
Joint Board of Theological Colleges	$1,012	$0	$0	$0	$0
Knox College	$1,395	$455	$1,830	$0	$4,130
Lutheran Theological Seminary SASK.	$1,300	$60	$0	$0	$0
McGill University Faculty of Religious Studies	$0	$0	$506	$168	$0
McMaster Divinity School	$1,471	$0	$0	$0	$0
Newman Theological College	$1,800	$160	$0	$0	$0
Ontario Theological Seminary	$3,060	$195	$0	$0	$0
Queen's Theological College	$1,395	$345	$0	$0	$0
Regent College	$4,500	$365	$0	$0	$0
Regis College	$1,850	$37	$1,830	$37	$3,815
St. Andrew's College	$1,300	$80	$0	$0	$0
St. Augustine's Seminary of Toronto	$1,850	$120	$0	$0	$0
St. Peter's Seminary	$1,397	$317	$0	$0	$0
St. Stephen's College	$0	$0	$0	$0	$0
Trinity College Faculty of Divinity	$1,620	$434	$2,135	$35	$6,070
University of St. Michael's College Faculty of	$1,850	$260	$2,730	$0	$12,390
University of Winnipeg Faculty of Theology	$4,400	$950	$0	$0	$0
Vancouver School of Theology	$1,940	$15	$0	$0	$0
Waterloo Lutheran Seminary	$1,460	$110	$0	$0	$0
Winnipeg Theological Seminary	$2,850	$210	$0	$0	$0
Wycliffe College	$1,850	$221	$2,500	$250	$4,130

(continued)

Table 4.01

Tuition and Fees

	Master of Divinity Per Year		Ph.D./Th.D./Ed.D. Per Year		Doctor of Ministry Full Program
	Tuition	Fees	Tuition	Fees	Tuition & Fees
U.S. Schools in U.S. Dollars					
Alliance Theological Seminary Nyack College	$4,650	$286	$0	$0	$0
American Baptist Sem. of the West	$4,500	$45	$0	$0	$0
Anderson University School of Theology	$3,870	$20	$0	$0	$0
Andover Newton Theological School	$7,380	$200	$0	$0	$7,780
Aquinas Institute of Theology	$5,580	$85	$0	$0	$0
Asbury Theological Seminary	$5,469	$20	$5,940	$20	$6,165
Ashland Theological Seminary	$3,660	$0	$0	$0	$4,500
Assemblies of God Theological Seminary	$3,720	$44	$0	$0	$0
Athenaeum of Ohio	$4,800	$100	$0	$0	$0
Austin Presbyterian Theological Seminary	$4,133	$35	$0	$0	$3,450
Azusa Pacific University Graduate School	$1,800	$0	$0	$0	$0
Bangor Theological Seminary	$5,310	$131	$0	$0	$0
Baptist Missionary Association Theological Sem	$1,050	$60	$0	$0	$0
Bethany Theological Seminary	$3,636	$0	$0	$0	$4,800
Bethel Theological Seminary	$4,800	$300	$0	$0	$5,275
Boston University School of Theol.	$6,300	$145	$6,300	$145	$6,800
Brite Divinity School	$6,900	$330	$0	$0	$7,766
Calvin Theological Seminary	$3,542	$0	$0	$0	$0
Candler School of Theology	$7,500	$160	$7,500	$160	$0
Catholic Theological Union	$6,660	$90	$0	$0	$0
Catholic University of America	$10,860	$389	$10,860	$389	$22,498
Central Baptist Theological Seminary	$3,240	$0	$0	$0	$0
Chicago Theological Seminary	$4,455	$30	$6,390	$30	$4,800
Christ The King Seminary	$3,500	$150	$0	$0	$0
Christian Theological Seminary	$4,470	$30	$0	$0	$4,530
Church Divinity School of the Pacific	$6,000	$30	$0	$0	$0
Church of God School of Theology	$2,430	$304	$0	$0	$0
Cincinnati Bible Seminary	$3,600	$0	$0	$0	$0
Claremont School of Theology	$6,000	$130	$7,200	$130	$6,130
Colgate Rochester Divinity School/ Bexley Hall	$5,350	$24	$0	$0	$5,550
Columbia Biblical Seminary and Graduate School	$4,680	$55	$0	$0	$5,205
Columbia Theological Seminary	$4,500	$0	$0	$0	$5,384
Concordia Seminary ST. LOUIS, MO	$3,600	$265	$4,140	$265	$6,985
Concordia Theological Seminary FT. WAYNE, NJ	$3,150	$219	$0	$0	$6,555
Covenant Theological Seminary	$3,750	$85	$0	$0	$4,435
Dallas Theological Seminary	$4,880	$75	$2,000	$0	$0
De Sales School of Theology	$3,700	$40	$0	$0	$0
Denver Conservative Baptist Sem.	$4,500	$192	$0	$0	$6,178
Dominican House of Studies	$3,700	$90	$0	$0	$0
Dominican School of Philosophy and Theology	$4,500	$0	$0	$0	$0
Dominican Study Center of Bayamon Central Univ	$0	$0	$0	$0	$0
Drew University Theological School	$6,580	$223	$14,616	$376	$5,250
Duke University Divinity School	$6,240	$180	$8,160	$180	$0
Earlham School of Religion	$3,528	$15	$0	$0	$0
Eastern Baptist Theological Sem.	$5,170	$30	$0	$0	$6,900
Eastern Mennonite Seminary	$2,900	$70	$0	$0	$0

(continued)

Table 4.01

Tuition and Fees	Master of Divinity Per Year		Ph.D./Th.D./Ed.D. Per Year		Doctor of Ministry Full Program
	Tuition	Fees	Tuition	Fees	Tuition & Fees
Eden Theological Seminary	$4,620	$25	$0	$0	$5,160
Emmanuel School of Religion	$3,000	$160	$0	$0	$0
Episcopal Divinity School	$8,000	$0	$0	$0	$8,500
Episcopal Theol. Sem. of Southwest	$6,200	$0	$0	$0	$0
Erskine Theological Seminary	$3,600	$15	$0	$0	$5,050
Evangelical School of Theology	$4,200	$10	$0	$0	$0
Evangelical Seminary of Puerto Rico	$2,550	$2	$0	$0	$0
Franciscan School of Theology	$4,300	$30	$0	$0	$0
Fuller Theological Seminary	$6,228	$127	$5,790	$127	$7,015
Garrett-Evangelical Theo. Seminary	$5,310	$0	$13,023	$0	$2,600
General Theological Seminary	$7,400	$483	$9,000	$833	$0
Golden Gate Baptist Theological Seminary	$1,075	$0	$0	$0	$3,000
Gordon-Conwell Theological Seminary	$6,750	$0	$0	$0	$5,400
Goshen Biblical Seminary	$3,065	$24	$0	$0	$0
Graduate Theological Union	$0	$0	$8,000	$0	$0
Harding Graduate School of Religion	$3,408	$480	$0	$0	$4,860
Hartford Seminary	$0	$0	$0	$0	$0
Harvard University Divinity School	$9,200	$510	$13,960	$510	$0
Holy Cross Greek Orthodox School of Theology	$5,200	$730	$0	$0	$0
Hood Theological Seminary	$890	$98	$0	$0	$0
Houston Graduate School of Theology	$3,750	$45	$0	$0	$0
Howard University Divinity School	$6,100	$555	$0	$0	$6,655
Iliff School of Theology	$5,784	$30	$7,200	$0	$0
Immaculate Conception Seminary	$4,100	$110	$0	$0	$0
Interdenominational Theol. Center	$3,750	$135	$0	$0	$3,700
International School of Theology	$4,500	$140	$0	$0	$0
Jesuit School of Theol. at Berkeley	$5,200	$0	$0	$0	$0
Kenrick Seminary	$4,000	$70	$0	$0	$0
Lancaster Theological Seminary	$4,290	$125	$0	$0	$5,015
Lexington Theological Seminary	$3,750	$20	$0	$0	$4,500
Liberty Baptist Theol. Seminary	$350	$590	$0	$0	$4,035
Lincoln Christian Seminary	$1,680	$224	$0	$0	$0
Louisville Presbyterian Theological Seminary	$4,725	$157	$0	$0	$5,555
Luther Northwestern Theological Seminary	$2,900	$132	$4,800	$0	$4,280
Lutheran School of Theology at Chicago	$2,700	$30	$4,200	$22	$6,000
Lutheran Theological Southern Seminary	$2,750	$445	$0	$0	$1,575
Lutheran Theological Seminary at Gettysburg	$0	$0	$0	$0	$0
Lutheran Theological Seminary at Philadelphia	$2,717	$677	$0	$0	$3,460
Maryknoll School of Theology	$1,800	$140	$0	$0	$0
McCormick Theological Seminary	$4,650	$69	$0	$0	$5,115
Meadville/Lombard Theo. School	$9,810	$465	$0	$0	$0
Memphis Theological Seminary	$3,300	$135	$0	$0	$0
Mennonite Biblical Seminary	$3,065	$24	$0	$0	$0
Mennonite Brethren Biblical Sem.	$4,864	$183	$0	$0	$0
Methodist Theological School in Ohio	$5,490	$0	$0	$0	$3,700
Midwestern Baptist Theol. Seminary	$850	$0	$0	$0	$0
Moravian Theological Seminary	$5,760	$40	$0	$0	$0
Mount Angel Seminary	$3,200	$0	$0	$0	$0

(continued)

Table 4.0

Tuition and Fees	Master of Divinity Per Year		Ph.D./Th.D./Ed.D. Per Year		Doctor of Ministry Full Program
	Tuition	Fees	Tuition	Fees	Tuition & Fees
Mt. St. Mary's Seminary	$5,535	$0	$0	$0	$0
Nashotah House	$5,775	$0	$0	$0	$0
Nazarene Theological Seminary	$1,460	$91	$0	$0	$3,400
New Brunswick Theol. Seminary	$5,760	$180	$0	$0	$0
New Orleans Baptist Theo. Seminary	$900	$50	$950	$50	$3,125
New York Theological Seminary	$4,200	$180	$0	$0	$5,100
North American Baptist Seminary	$4,600	$80	$0	$0	$7,340
North Park Theological Seminary	$4,905	$360	$0	$0	$0
Northern Baptist Theo. Seminary	$3,600	$60	$0	$0	$4,830
Notre Dame Seminary	$4,000	$930	$0	$0	$0
Oblate College	$3,700	$75	$0	$0	$0
Oblate School of Theology	$4,128	$155	$0	$0	$0
Oral Roberts University School of Theology	$4,500	$187	$0	$0	$4,600
Pacific Lutheran Theo. Seminary	$3,200	$15	$0	$0	$0
Pacific School of Religion	$5,000	$89	$0	$0	$5,800
Payne Theological Seminary	$3,000	$0	$0	$0	$0
Perkins School of Theology	$5,496	$1,224	$0	$0	$5,550
Phillips Graduate Seminary	$4,930	$232	$0	$0	$5,160
Pittsburgh Theological Seminary	$5,040	$24	$0	$0	$5,580
Pontifical College Josephinum	$5,000	$55	$0	$0	$0
Pope John XXIII National Seminary	$5,325	$0	$0	$0	$0
Presbyterian School of Christian Education	$4,500	$0	$5,000	$0	$0
Princeton Theological Seminary	$5,250	$680	$5,250	$680	$5,280
Protestant Episcopal Theological Sem. in VA	$4,375	$615	$0	$0	$6,150
Reformed Presbyterian Theological Seminary	$2,100	$150	$0	$0	$0
Reformed Theological Seminary	$3,510	$70	$0	$0	$4,300
Regent University College of Theology	$6,600	$0	$0	$0	$0
SS. Cyril & Methodius Seminary	$3,750	$230	$0	$0	$0
Sacred Heart Major Seminary	$3,975	$105	$0	$0	$0
Sacred Heart School of Theology	$4,650	$0	$0	$0	$0
Saint Mary Seminary	$5,070	$360	$0	$0	$0
Saint Paul School of Theology	$6,450	$170	$0	$0	$4,775
Saint Paul Seminary School of Divinity	$7,670	$30	$0	$0	$0
Saint Vincent Seminary	$5,400	$30	$0	$0	$0
San Francisco Theological Seminary	$4,750	$0	$0	$0	$4,000
Seabury-Western Theo. Seminary	$6,780	$425	$0	$0	$5,000
Seattle University Institute for Theological S	$7,992	$100	$0	$0	$0
Seminary of the Immaculate Concept.	$5,500	$1,338	$0	$0	$4,020
Seventh-Day Adventist Theological Seminary	$1,952	$0	$5,280	$0	$5,856
Southeastern Baptist Theological Seminary	$850	$90	$0	$0	$2,700
Southern Baptist Theological Seminary	$850	$100	$850	$100	$0
Southwestern Baptist Theological Seminary	$900	$170	$900	$170	$4,800
St. Bernard's Institute	$5,350	$40	$0	$0	$0
St. Charles Borromeo Seminary	$4,500	$0	$0	$0	$0
St. Francis Seminary	$5,600	$30	$0	$0	$0
St. John's Seminary Brighton, MA	$3,800	$160	$0	$0	$0
St. John's Seminary Camarillo, CA	$5,500	$0	$0	$0	$0
St. John's Univ. School of Theology	$7,500	$70	$0	$0	$0

(continued)

Table 4.01

Tuition and Fees	Master of Divinity Per Year		Ph.D./Th.D./Ed.D. Per Year		Doctor of Ministry Full Program
	Tuition	Fees	Tuition	Fees	Tuition & Fees
St. Joseph's Seminary	$1,300	$0	$0	$0	$0
St. Mary's Seminary and Univ. School of Theol.	$5,830	$0	$0	$0	$0
St. Meinrad School of Theology	$5,328	$160	$0	$0	$0
St. Patrick's Seminary	$3,000	$50	$0	$0	$0
St. Thomas Theological Seminary	$4,905	$45	$0	$0	$0
St. Vincent De Paul Regional Seminary	$3,700	$0	$0	$0	$0
Starr King School for the Ministry	$4,300	$0	$0	$0	$0
Swedenborg School of Religion	$2,400	$0	$0	$0	$0
Talbot School of Theology	$5,346	$0	$6,876	$0	$4,865
Trinity Episcopal School for Ministry	$3,000	$270	$0	$0	$0
Trinity Evangelical Divinity School	$6,000	$75	$0	$0	$5,600
Trinity Lutheran Seminary	$4,080	$198	$0	$0	$0
Union Theological Seminary NY	$9,950	$776	$14,300	$776	$0
Union Theological Seminary in Virginia	$6,250	$1,090	$6,900	$0	$5,000
United Theological Seminary OH	$6,000	$50	$0	$0	$4,160
United Theological Seminary of the Twin Cities	$4,900	$20	$0	$0	$4,280
University of Chicago Divinity School	$10,335	$240	$14,160	$240	$10,575
University of Dubuque Theological Seminary	$4,300	$100	$0	$0	$0
University of Notre Dame	$12,270	$0	$12,270	$0	$0
University of St. Mary of the Lake Mundelein	$5,952	$25	$0	$0	$5,000
University of St. Thomas School of Theology	$2,640	$110	$0	$0	$0
University of the South School of Theology	$7,450	$299	$0	$0	$4,540
Vanderbilt University Divinity School	$9,855	$215	$13,968	$190	$11,165
Virginia Union University School of Theology	$3,168	$312	$0	$0	$5,250
Wartburg Theological Seminary	$2,700	$50	$0	$0	$0
Washington Theological Union	$5,510	$50	$0	$0	$0
Wesley Biblical Seminary	$3,000	$60	$0	$0	$0
Wesley Theological Seminary	$6,720	$95	$0	$0	$6,815
Western Conservative Baptist Seminary	$3,525	$120	$0	$0	$5,595
Western Evangelical Seminary	$5,760	$75	$0	$0	$0
Western Theological Seminary	$3,552	$85	$0	$0	$4,020
Westminster Theological Seminary	$5,135	$20	$5,100	$20	$5,510
Weston School of Theology	$5,300	$50	$0	$0	$0
Winebrenner Theological Seminary	$3,500	$0	$0	$0	$0
Yale University Divinity School	$10,230	$981	$0	$0	$0

Table 4.05, 4.06, 4.07

Average Tuition Charges and Increase (U.S. Dollars) - All Schools

	PER YEAR TUITIONS						FULL PROGRAM TUITION		
	Master of Divinity			Ph.D./Th.D./Ed.D			Doctor of Ministry		
	1989	1990	Increase	1989	1990	Increase	1989	1990	Increase
By FTE Enrollment									
Under 75	$3,406	$3,444	1.11%	.	$1,846	. %	$4,833	$5,201	7.62%
75-100	$3,702	$4,274	15.47%	$3,932	$4,032	2.57%	$4,346	$5,503	26.63%
151-300	$4,363	$4,769	9.31%	$7,668	$8,300	8.24%	$6,086	$5,821	-4.35%
301-500	$4,825	$5,170	7.17%	$7,077	$9,023	27.49%	$4,634	$5,041	8.79%
501-1000	$4,481	$4,583	2.27%	$5,811	$4,100	-29.44%	$4,953	$4,680	-5.50%
Over 1000	$2,493	$2,659	6.66%	$2,355	$2,513	6.71%	$4,602	$5,908	28.36%
By Univ. Relation									
University	$6,570	$7,223	9.93%	$7,790	$8,805	13.03%	$7,917	$8,365	5.66%
Independent	$3,632	$3,932	8.26%	$4,979	$5,130	3.03%	$4,767	$5,051	5.95%

Table 4.05, 4.06, 4.07: Average Tuition Charges

These three tables report the average tuition charges for the same three categories of programs as were reported in Table 4.01. The distribution, however, is by the full-time equivalent enrollment (FTE) in each program for six groupings of schools increasing in size. The second distribution is between independent or free-standing schools and those which are an integral part of a university or college. The designation "university related" is reserved for those theological schools affiliated with a larger school which has at least two graduate level schools or departments. These tables include all member schools, both accredited and nonaccredited. Charges are reported in U. S. dollars with Canadian dollars converted to U. S. dollars at the rate for the reporting period as of July 1 of the reporting year.

This table is a two-year table with a report of the percentage of change from the previous year. The statistics are again taken from the ATS Annual Report Forms, the section entitled Institutional Characteristics (IC-1). It is interesting to note the higher charges of the university related schools which frequently follow the university scale. Note that the category of schools over 1,000 includes several of the major Southern Baptist schools with heavily subsidized tuition.

Table 4.08: Revenue and Expenditures Per FTE Student

A matter of constant concern to theological school administrators and to denominational offices is the per-student cost to prepare professional leadership for the churches. These costs are normally calculated on the basis of the number of full-time equivalent students. The FTE enrollment serves as a better base than the head count enrollment which will include a varying percentage of part-time students. These part-time students have been reduced to their equivalent of full-time students according to the sum of the percentages of time which each spent in the program.

Table 4.08, 4.10, 4.14a, 4.23, 4.25, and 4.26 all report the FTE financial data either in terms of dollar costs or percentage costs by the different line items together with the total costs. Only Current Fund revenue and expenditures are reported in these tables.

Table 4.08 reports both revenue sources and expenditures per FTE student for all students, both U. S. and Canadian, accredited and non-accredited. The figures are reported in the fall 1990 Annual Report Forms, the section entitled Finance (F-1) which are based on the audited figures for the 1989-90 academic year. Please note the following:

A. Each source of revenue and each line item for expenditures is reported with the average amount for the number of schools reporting more than zero amounts (a non-zero amount) for that line. The number of schools reporting is clearly indicated.

B. Please note that the total per-student revenue and the subtotal per student educational and general expenditure together with the total per student expenditure are likewise based on the number of schools reporting. These totals are not the sum of the averages of all the average revenue and expenditure line items because the averages for the line items are based on the smaller number schools reporting non-zero amounts in each line. If the average amount for each line item were based on the total 189 schools reporting, the amount would obviously be less. In our judgment the reporting of the individual line averages for the schools reporting non-zero amounts for that line was of more interest to schools doing comparative analysis of their own revenue and costs.

These statistics are again based on the fall 1990 Finance (F-1) forms of the Annual Report Forms. Total revenue reflects F-1, Part A, Line 9. Subtotal educational and general expenditure reflects F-1, Part B, Line 14. The total expenditures reflects F-1, Part B, Line 18. Most comparisons of per-student costs are based on the FTE costs of educational and general expenditures. Most schools try to have auxiliary enterprise expenditures covered directly by revenues from their operation. For a good number of schools which do not provide residence or food services, auxiliary enterprises are not a significant expense line.

C. Revenue and expenditures are recorded in U. S. dollars. Canadian dollars have been converted to U. S. dollars as of the exchange rate obtaining as of July 1 of the reporting year. (1990)

D. The line items for revenue and expenditures follow the guidelines of the National Association of College and University Business Officers (NACUBO), with the exception that the ATS Annual Report Forms call for a separate reporting of library expenditures from the category of academic support in which it is included in the NACUBO guidelines. This has been the long-standing practice of ATS which uses this as one way of monitoring the graduate level institutions which constitute its membership. Definitions of Accreditation, 1985, published by the National Center for Higher Education Management Systems (NCHEMS) of Boulder, CO and the Council on Postsecondary Accreditation (COPA) of Washington, DC. pp. 63-71.

Table 4.08

Changes in Financial Data Per Full Time Equivalent Student (U.S. Dollars) - All Schools				
	1988-89		1989-90	
	Number of Schools Reporting Non-Zero Amount	Average Amount	Number of Schools Reporting Non-Zero Amount	Average Amount
Revenue				
Tuition and Fees	198	$3,748	202	$3,918
Govt. Grants, Contracts, and Appropriations	58	$523	60	$516
Gifts and Grants from Religious Organizations	170	$3,117	174	$3,131
Gifts and Grants from Individuals & Others	189	$2,732	194	$2,867
Value of Contributed Services	51	$1,991	52	$1,776
Endowment/Investment Income	180	$3,348	187	$3,373
Auxiliary/Ancillary Enterprises	163	$2,198	163	$2,243
Other Sources	181	$835	190	$929
Total Revenue	199	$15,560	202	$16,067
Expenditures				
Educational and General				
Instruction & Net Acad. Support	198	$5,148	201	$5,557
Research	29	$375	32	$398
Public Service	43	$721	49	$669
Library	192	$1,035	186	$1,083
Student Services	160	$509	161	$557
Admissions	117	$367	123	$415
Inst. Support/Admin & Gen	196	$3,293	191	$3,437
Op. & Maint of Plant	196	$1,529	192	$1,605
Scholarships & Fellowships	167	$1,631	171	$1,762
Mandatory Transfers	51	$523	56	$414
Nonmandatory Transfers	84	$1,214	100	$616
Subtotal: Educational and General	199	$14,199	202	$14,522
Auxiliary/Ancillary Enterprises Expenditures	156	$2,155	159	$2,084
Total Expenditure	199	$16,052	202	$16,371

Table 4.10

Revenue Sources Expressed as a Percentage of Total Revenue - All Schools			
	1988	1989	1990
Revenue			
Tuition and Fees	24.3%	24.0%	24.5%
Govt. Grants, Contracts, and Appropriations	1.4%	1.1%	1.1%
Gifts and Grants from Religious Organizations	18.0%	17.7%	17.3%
Gifts and Grants from Individuals & Others	17.0%	17.2%	17.5%
Value of Contributed Services	2.1%	2.0%	1.8%
Endowment/Investment Income	19.0%	20.5%	20.0%
Auxiliary/Ancillary Enterprises	12.6%	12.4%	12.2%
Other Sources	5.6%	5.1%	5.6%

Table 4.10: Revenue Sources Expressed as a Percentage of Total Revenue--All Schools

This table provides a distribution of revenue for each line item as a percentage of total revenue. The percentage for each line item is based on all schools, accredited and nonaccredited. Data is recorded for three years, the fall of 1988, 1989 and 1990. It represents audited financial reports for the three prior fiscal years, 1987-88,1988-89 and 1989-90. Previous editions of the Fact Book provided comparable data in dollars but not in percentages. For purposes of strategic planning, the percentages of the several line items are most significant.

The reader can readily convert the percentage to dollars by multiplying the total per FTE student revenue from Table 4.08 ($16,067) by the percentage in each line item. The source of data for this table is the same as for Table 4.08. All data are reported in U. S. dollars with Canadian dollars converted to U. S. dollars at the rate obtaining on July 1 of 1990.

Table 4.14

Revenue Sources Expressed as a Percentage of Total Revenue - Roman Catholic and Non-Roman Catholic Schools		
	Roman Catholic	Non-Roman Catholic
Revenue		
Tuition and Fees	25.0%	24.4%
Govt. Grants, Contracts, and Appropriations	1.1%	1.1%
Gifts and Grants from Religious Organizations	19.2%	16.9%
Gifts and Grants from Individuals & Others	13.5%	18.2%
Value of Contributed Services	11.6%	0.2%
Endowment/Investment Income	10.8%	21.5%
Auxiliary/Ancillary Enterprises	12.4%	12.2%
Other Sources	6.3%	5.5%

Table 4.14: Revenue Sources as a Percentage of Total Revenue--Roman Catholic and Non-Roman Catholic Schools

This table provides a separate distribution of revenue sources for Roman Catholic theological seminaries and for Non-Roman Catholic schools. The separate tables reflect the average higher percentage of contributed services in the Roman Catholic schools and lower percentage of endowment income. Contributed services are often referred to as "living endowment." It is interesting to note that contributed services plus endowment in the Roman Catholic schools comes to almost the same percentage of revenue as endowment income in the other theological schools. The trend, however, for the past decade has been a steady decline in the percentage of contributed growth of a small percentage of contributed services in some of the other schools which benefit from the services of faculty and others who have taken retirement or from the contributed services of pastors and other professional people in the immediate area of the school. The source of the data for this table is the same as for Table 4.08.

Table 4.23

Expenditure Sources Expressed as a Percentage of Total Expenditures and Mandatory Transfers - All Schools			
	1988	1989	1990
Expenditures			
Educational and General			
Instruction & Net Acad. Support	32.5%	32.1%	34.1%
Research	0.4%	0.3%	0.4%
Public Service	0.8%	1.0%	1.0%
Library	6.3%	6.2%	6.2%
Student Services	3.1%	2.8%	3.0%
Admissions	1.5%	1.6%	1.8%
Inst. Support/Admin & Gen	20.2%	20.4%	20.0%
Op. & Maint of Plant	9.4%	9.5%	9.4%
Scholarships & Fellowships	4.0%	4.2%	2.3%
Mandatory Transfers	0.6%	1.1%	0.9%
Nonmandatory Transfers	9.1%	9.3%	9.8%
Subtotal: Educational and General	88.0%	88.5%	88.8%
Auxiliary/Ancillary Enterprises Expenditures	12.0%	11.5%	11.2%

Table 4.23: Expenditure Sources as a Percentage of Total Expenditures--All Schools

This table provides a distribution of expenditure sources as a percentage of total expenditures. The expenditures include both mandatory and non-mandatory transfers in the total educational and general expenditures together with auxiliary enterprise expenditures. The data are presented for three years for the sake of comparisons. Data are calculated from the Finance (F-1) section, Part B, Current Fund Expenditures for the academic years 1987-88, 1988-89 and 1989-90 as reported in the fall of 1988, 1989 and the fall of 1990. The table includes all schools, Canadian and U. S. accredited and non-accredited. Canadian dollars have been converted to U. S. dollars in the calculations. The reader can readily convert the percentage to dollars by multiplying the total per FTE student expenditures from Table 4.08 ($16,371) by the percentage in each line item.

Table 4.25

Expenditure Sources Expressed as a Percentage of Total Expenditures and Mandatory Transfers - Roman Catholic and Non-Roman Catholic Schools		
	Roman Catholic	Non-Roman Catholic
Expenditures		
Educational and General		
Instruction & Net Acad. Support	32.0%	34.4%
Research	0.1%	0.4%
Public Service	0.2%	1.1%
Library	6.7%	6.1%
Student Services	4.4%	2.7%
Admissions	1.0%	1.9%
Inst. Support/Admin & Gen	18.9%	20.2%
Op. & Maint of Plant	15.2%	8.5%
Scholarships & Fellowships	3.4%	2.1%
Mandatory Transfers	0.7%	0.9%
Nonmandatory Transfers	4.0%	10.7%
Subtotal: Educational and General	86.6%	89.1%
Auxiliary/Ancillary Enterprises Expenditures	13.4%	10.9%

Table 4.25: Expenditure Sources as a Percentage of Total Expenditures--Roman Catholic and Non-Roman Catholic Schools

This table is based on the same data as the previous Table 4.23. It offers a comparison, however, of Roman Catholic and non-Roman Catholic schools. The table reflects higher proportionate costs in Roman Catholic schools for plant operations. With smaller enrollments and larger residential facilities, the operating costs for these schools tend to be higher. Student services are also higher for Roman Catholic schools and reflect the more intensive formation programs. Comparative data from the old 1987-88 ATS Fact Book can be found in Table H-2, page 144.

Table 4.25 includes both Canadian and U. S. schools, accredited and nonaccredited. The source of data is the ATS Annual Report Forms, the section on Finance (F-1), Part B, Current Fund Expenditures, for the fiscal year 1989-90 as reported in the fall of 1990.

Table 4.26: Average Educational and General Expenditure Per FTE Student

This table provides the average educational and general expenditures per FTE student. It includes both mandatory and non-mandatory transfers from the current fund but it does not include auxiliary enterprises. The listing is important in that it describes Canadian costs in Canadian dollars. It also distributes costs (a) according to six groupings based on the size of FTE enrollments; (b) according to whether the school is related to a university or college or is independent; (c) for Roman Catholic and non-Roman Catholic theological schools. Per student costs are based on the school costs as reported in the ATS Annual Report Forms, the section on Finance (F-1), Section B, Current Fund Expenditures, Line 14, for the 1988-89 and 1989-90 fiscal year as reported in the fall of 1989 and 1990. It includes both accredited and non-accredited schools. What is immediately notable is the relatively higher per student costs for the smaller schools.

Table 4.26

Average Educational and General Expense Per FTE Student		
Canadian Schools and Dollars		
	1989	1990
By FTE Enrollment		
Under 75	$16,601	$17,236
75-100	$13,255	$15,305
151-300	$9,168	$9,718
By University Relation		
University	$11,063	$13,884
Independent	$12,652	$14,274
By Roman Catholic/Non-R.C.		
Roman Catholic	$11,999	$15,841
Non-Roman Catholic	$12,635	$13,778
U.S. Schools and Dollars		
	1989	1990
By FTE Enrollment		
Under 75	$22,879	$21,991
75-100	$17,678	$17,491
151-300	$14,797	$15,922
301-500	$13,279	$13,153
501-1000	$13,759	$13,013
Over 1000	$8,967	$8,390
By University Relation		
University	$17,516	$16,473
Independent	$14,101	$14,446
By Roman Catholic/Non-R.C.		
Roman Catholic	$14,501	$15,140
Non-Roman Catholic	$14,474	$14,623

Table 4.28

Trends in Total Financial Data (U.S. Dollars in Thousands)			
	Total Revenues	Total Expenditures	Surplus (Deficit)
1987-88	$515,468	$519,632	($4,164)
1988-89	$567,699	$566,023	$1,676
1989-90	$622,392	$624,342	($1,950)

Table 4:28: Trends in Total Financial Data--All Schools

This table represents audited financial data as reported in the fall of 1988, 1989 and 1990 for the prior fiscal years 1987-88, 1988-89 and 1989-90. It includes all schools, accredited and non-accredited, with Canadian dollars converted to U. S. dollars according to the rate obtaining as of July 1 of the reporting year. Please note that this table reports the total current fund expenditures but excludes non-mandatory transfers. Non-mandatory transfers include those transfers from current funds to other fund groups made at the discretion of the governing board to serve a variety of objectives, such as additions to loan funds, additions to quasi-endowment funds, general or specific plant additions, voluntary renewals and replacements of plant and prepayments on debt principal.

The average deficit for the fiscal year 1989-90 was a negative three-tenths of one percent (-0.3%). Comparable data for prior years can be found in the old 1987-88 ATS Fact Book, page 43. The year 1986-87 reported the first deficit of -0.7% in overall operations of theological schools since 1974-75. 1988-89 showed a small average surplus of +0.3 %, a reversal of the deficits reported in the prior two years. 1989-90, however, brought us back to deficit spending as mentioned above at -0.3%. Schools monitor the growth of revenue and expenditures by comparison with the Consumer Price Index (CPI) for the reporting year. A continuing increased focus on financial planning and fund raising is evident in reports from member schools both in the U.S. and in Canada.

Table 4.29

Ratio of Surplus or (Deficit) to Total Revenues - All Schools											
		Percentile									
Year	Minimum	10th	20th	30th	40th	Median	60th	70th	80th	90th	Maximum
1987-88	(77.48)%	(22.07)%	(11.30)%	(5.28)%	(0.67)%	0.25%	1.81%	3.42%	5.28%	10.35%	32.23%
1988-89	(94.08)%	(27.13)%	(13.75)%	(7.84)%	(2.28)%	0.01%	2.01%	4.92%	7.77%	12.21%	100.0%
1989-90	(125.3)%	(21.65)%	(8.75)%	(4.55)%	(2.18)%	0.00%	1.27%	3.15%	6.40%	12.23%	100.0%

Table 4.29: Ratio of Surplus or (Deficit) to Total Revenues--All Schools

This table uses the same data as the previous Table 4.28 again excluding non-mandatory transfers from the calculation of total current fund expenditures. This exclusion improves the situation of the school in that it lowers the reported expenditures and thus reduces the overall deficit. In this way the school is not penalized for voluntary transfers from its current fund. The table includes all schools, Canadian and U. S., accredited and non-accredited. The table distributes the ratio of surplus or (deficit) to total revenues on a percentile scale so that the median represents a point where half of the institutions are above and the other half below the median ratio.

Table 4.30

Ratio of Net Educational and General Surplus or (Deficit) to Total Educational and General Revenues - All Schools											
						Percentile					
Year	Minimum	10th	20th	30th	40th	Median	60th	70th	80th	90th	Maximum
1987-88	(83.64)%	(29.13)%	(15.83)%	(9.15)%	(4.41)%	(1.04)%	1.07%	3.86%	7.58%	16.34%	48.35%
1988-89	(109.5)%	(28.53)%	(18.56)%	(11.87)%	(6.20)%	(2.01)%	1.46%	4.67%	8.10%	13.95%	100.0%
1989-90	(137.7)%	(24.41)%	(14.47)%	(9.46)%	(5.40)%	(2.33)%	0.14%	2.95%	7.67%	13.82%	100.0%

Table 4.30: Ratio of Net Educational and General (E & G) Surplus or (Deficit) to total E & G Revenues - All Schools

This table reports only the Net E & G revenue and expenditures which is the most commonly used basis for evaluating the overall health of an institution together with the level and adequacy of support in relation to its programs. It probably reflects best the fiscal dimensions of the institution. The table again distributes the ratios on a percentile scale. The calculation of net educational and general revenue and expenditures does not include auxiliary enterprise revenue or expenditures, nor does it include non-mandatory transfers from the current fund. The data is taken from Parts A and B of the Finance section (F-1) of the ATS Annual Report Forms for the fall of 1988, 1989 and 1990, reports based on the audited figures of the previous fiscal years 1987-88, 1988-89 and 1989-90. Data is given for all schools, accredited and non-accredited. We note that for two years in a row the median deficit is greater than the previous year. This reflects a growing constraint on budgets in member schools and is a matter of concern.

Table 4.33

Distribution of Endowment Assets (in U.S. Thousands) Market Value - All Schools												
Year	Number of Schools	Minimum	10th	20th	30th	40th	Percentile Median	60th	70th	80th	90th	Maximum
1987-88	152	$12	$270	$747	$1,534	$2,810	$4,121	$5,309	$7,562	$16,272	$27,647	$302,481
1988-89	156	$13	$437	$909	$1,863	$3,216	$4,513	$6,002	$8,023	$16,362	$32,144	$355,981
1989-90	167	$23	$327	$912	$1,340	$2,504	$4,426	$5,798	$7,732	$16,741	$34,192	$378,968

Table 4.33: Endowment Assets in U. S. Thousands at Market Value--All Schools

This table offers a distribution on a percentile basis of the market value of endowment funds for all schools as reported in Part F of the Finance Section (F-1) of the ATS Annual Report Forms. Endowment market value for the end of the fiscal year is the basis for the table. The table includes only the schools which reported endowment for the given years. The number of schools is reported in the table for each year. While 1989 showed a growth in market value over 1988 for most percentiles, 1990 indicates a downward trend for most percentiles.